

Coffee Break
Saturday, 7:30–8:00
Lonestar Preconvene

115. Symposium: Saturday, 8:00–9:20
San Antonio A (3rd floor-CC)

Testing Strategies for Reducing Adverse Impact

The use of cognitive ability tests for selection results in substantial degrees of adverse impact. The 3 empirical studies in this symposium explore the utility of alternative strategies for reducing adverse impact on cognitive ability and reading comprehension tests.

Lili Duan, University of Maryland, *Chair*

Ken Yusko, Arlington County Government, *Co-Chair*

Lili Duan, University of Maryland, David M. Mayer,
 University of Central Florida, *Time Limits and Adverse Impact: Time Management as a Moderator*

Mina Sipe, DDI, Harold W. Goldstein, Baruch College,
 CUNY, *Black–White Differences in Reading Comprehension: The Measure Matters*

Anu Ramesh, University of Maryland, Paul J. Hanges,
 University of Maryland, Michael Daugherty, University
 of Maryland, *Measuring Working Memory in Firefighter Applicants: Validity and Adverse Impact*

Sheldon Zedeck, University of California-Berkeley,
Discussant

Submitted by Paul J. Hanges, Hanges@psyc.umd.edu

116. Symposium: Saturday, 8:00–9:50
Houston A (3rd floor-CC)

**Perceived Organizational Support:
 The Key Role of the Supervisor**

We examine supervisors' contributions to perceived organizational support (POS), addressing 4 questions: (a) What factors affect supervisors' impact on POS? (b) Do supervisors or coworkers contribute more to POS? (c) How do supervisors influence employees' reciprocation of POS? (d) How can supervisors maintain employees' POS when employees are treated unfavorably?

Robert Eisenberger, University of Delaware, *Chair*
 Justin Aselage, University of Delaware, Ivan L. Sucharski,
 University of Delaware, Robert Eisenberger,
 University of Delaware, Florence Stinglhamber,
 HEC–Liege, Belgium, *Supervisor's Organizational Embodiment: Why Supervisor Support Contributes to Perceived Organizational Support*

Tanguy Dulac, Universite Catholique de Louvain,
 Jackie Coyle-Shapiro, London School of
 Economics, *Leader–Member Exchange and Perceived Organizational Support During Organizational Socialization*

Linda R. Shanock, University of Albany, SUNY, Sylvia
 G. Roch, University at Albany, SUNY, *Perceived Organizational Support: Relationships With Supervisor and Coworker Support*

Lawrence A. Witt, University of New Orleans,
Perceived Organizational Support and Empowerment in the Work Unit

Jason R. Jones, University of Delaware, *Perceived Organizational Support: Managers' Explanations for Unfavorable Treatment of Employees*

Lynn Shore, San Diego State University, *Discussant*

Submitted by Robert Eisenberger, eisenber@udel.edu

117. Symposium: Saturday, 8:00–9:50
Houston B (3rd floor-CC)

Making Ivory-Tower Job Analysis Useful in the Real World

Leveraging academic research to assist practitioners in solving real-world problems remains an ongoing challenge. This symposium describes 4 projects that attempted to bridge the gap between academic work-dimensionality research and practice, focusing on using job analysis information to identify cross-functional skills, personality requirements, occupational preferences, and ability-trait requirements.

Mark A. Wilson, North Carolina State University, *Chair*
 Charles E. Lance, University of Georgia, Tracy A.

Lambert, The University of Georgia, R. Bruce
 Gould, Self-employed, *Task Taxonomy to Support Research on Cross-Job Transferability of Skills*

Stephen G. Atkins, Massey University, Stuart C. Carr,
 Massey University, Richard Fletcher, Massey
 University/Auckland Campus, Robin McKay,
 PsycAssess, Ltd., *Worker Vocational Fit From the Perspective of Personality-Focused Job Analysis*

Robert J. Harvey, Virginia Tech, Teresa A. Wagner,
 University of South Alabama, *Does Gender Moderation in Job-Component Validity Make a Bottom-Line Difference?*

Leslie A. Thomas, Selection Science, Robert J. Harvey,
 Virginia Tech, *Using CMQ/2 Work Dimensions to Facilitate Military Occupational Exploration*

Milton Hakel, Bowling Green State University,
Discussant

Submitted by Robert J. Harvey, rj@pstc.com

118. Symposium: Saturday, 8:00–9:50 Houston C (3rd floor-CC)

Publication Bias in I-O Psychology: The Elephant in the Room?

Publication bias occurs when some studies do not make their way into the literature, and these missing studies are systematically different from those that do appear in the literature. This symposium introduces methods of publication bias detection developed in the medical literature and applies them to 3 I-O data sets.

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

Hannah R. Rothstein, Baruch College, CUNY, *An Overview of Publication Bias Methods*

Michael A. McDaniel, Virginia Commonwealth University, Patrick F. McKay, University of Wisconsin-Milwaukee, Hannah R. Rothstein, Baruch College, CUNY, *Publication Bias and Racial Effects on Job Performance: The Elephant in the Room*

Deborah L. Whetzel, Work Skills First, Inc., *Publication Bias in the Validity of Customer Service Measures*

Michael A. McDaniel, Virginia Commonwealth University, Gregory M. Hurtz, California State University-Sacramento, John J. Donovan, Virginia Tech, *An Evaluation of Publication Bias in Big Five Validity Data*

Timothy A. Judge, University of Florida, *Discussant*

Submitted by Michael A. McDaniel, mamcdani@vcu.edu

119. Symposium: Saturday, 8:00–9:50 State Room 1 (3rd floor-CC)

Sensemaking and Tacit Knowledge in Organizations

This symposium addresses critical issues and outlines innovative approaches to sensemaking and tacit knowledge in the military context. Data from novices and several echelons of military leaders will be presented and discussed with respect to these concepts and recommendations for training of military leaders given.

Celestine Ntuen, North Carolina Agricultural and Technological State University, *Chair*

Alan K. Goble, Bennett College, Tristan Marsh, Bennett College, Anthony R. Perry, North Carolina Agricultural and Technological State University, Stephanie Woods, North Carolina Agricultural and Technological State University, *Measurement and Documentation of Tacit Knowledge in Organizations*

Anthony R. Perry, North Carolina Agricultural and Technological State University, Stephanie Woods,

North Carolina Agricultural and Technological State University, Alan K. Goble, Bennett College, Tristan Marsh, Bennett College, *Tacit Knowledge Formation, Structure, and Sharing in Organizational Settings*

Xiaochun Jiang, North Carolina Agricultural and Technological State University, Younho Seong, North Carolina Agricultural and Technological State University, Daniel Mountjoy, North Carolina Agricultural and Technological State University, *Tacit Knowledge Alignment Within an Organization*

Younho Seong, North Carolina Agricultural and Technological State University, Xiaochun Jiang, North Carolina Agricultural and Technological State University, Eui H. Park, North Carolina Agricultural and Technological State University, Dennis Leedom, Evidence Based Research Inc., *Windows of Decision Opportunities and Decision Modality in a Dynamic Environment*

Tonya L Smith-Jackson, Virginia Tech, Boon K. Soh, Virginia Tech, Gina Mollet, Virginia Tech, Tanner Baterman, Virginia Tech, *Individual Differences and the Role of Socialization in Sensemaking*

Submitted by S. Bartholomew Craig, bart_craig@ncsu.edu

120. Practice Forum: Saturday, 8:00–9:50 State Room 2 (3rd floor-CC)

Across Cultural Barriers: Validity of Personality in Non-Western Cultures

This forum presents leading-edge research and findings regarding issues in cross-cultural personality assessment. Issues in the definition, measurement, and the validation of personality constructs (work styles) in non-Western cultures are addressed. Practical issues, such as the role of response distortion in predicting work performance, will also be addressed.

Ronald C. Page, Human Resource Consultants, *Chair*
Hennie J. Kriek, SHL, *Personality Assessment: Group Differences, Language Proficiency, and Fairness*

Ronald C. Page, Human Resource Consultants, Brian Connelly, University of Minnesota, *Development of the Work Behavior Inventory for Cross-Cultural Applications*

Thomas L. Payne, Human Resource Consultants Southeast Asia, Arunee Vittayasirinun, Human Resource Consultants Southeast Asia, *Construct Validation of Personality Assessment With the WBI in Thailand*

Kaiguang Liang, C&D Management Consulting, Xin Yang, C&D Management Consulting, *Personality Assessment in China*

William H. Mobley, China Europe International Business School, Lena Wang, Mobley Group Pacific, *Construct and Predictive Validation of Personality Measures in China*

Submitted by Ronald C. Page,
ronald.page@hrconsultantsinc.com

121. Symposium: Saturday, 8:00–9:50 State Room 3 (3rd floor-CC)

Nontraditional, Understudied Populations in Work–Family Research

Research shows that perceptions of organizational support are linked to reduced work–family conflict. This symposium expands our understanding by examining the role of supervisory, family, and organizational support among understudied populations, linking supervisory support with perceptions of leadership and identifying specific leader behaviors that shape perceptions of supportive supervisors.

Jeanette N. Cleveland, Pennsylvania State University,
Chair

April Jones, Pennsylvania State University, Jeanette N. Cleveland, Pennsylvania State University, Alma McCarthy, National University of Ireland, *The Moderating Effects of Managerial Support on the Experience of Work–Family Conflict Among Single Hotel Employees*

Bryanne Cordeiro, Pennsylvania State University, Alicia A. Grandey, Pennsylvania State University, Michael Judd, Pennsylvania State University, *Intentions to Use Family Leave Policies: Do Gender, Occupational Status, and LMX Matter?*

Carrie A. Bulger, Quinnipiac University, Janet L. Barnes-Farrell, University of Connecticut, *Age Matters: Age Effects on the Relationships Between Role Overload, Support, and Work-to-Family Conflict*

Whitney E. Botsford, George Mason University, Lois E. Tetrick, George Mason University, *International Comparison (1988–2002) of Attitudes Towards Women Working*

Leslie B. Hammer, Portland State University, Ellen E. Kossek, Michigan State University, Shelly Alexander, Portland State University, *Identifying Family-Supportive Supervisory Behaviors for Work and Family*

Submitted by Jeanette N. Cleveland, janc@psu.edu

122. Practice Forum: Saturday, 8:00–9:50 Lone Star C1 (2nd floor-CC)

Talent Management: Will the High Potentials Please Stand Up?

The ability to accurately identify and develop high-potential talent in an organization is critically important for meeting business needs. This session brings together internal and external practitioners who focus on talent assessment and management to discuss current trends, issues to consider, and learnings from 3 different talent management applications.

Allan H. Church, PepsiCo, *Chair*

Rodney Warrenfeltz, Hogan Assessment Systems, Scott A. Davies, Hogan Assessments Systems, *Assessing Leadership Talent: Past Trends and Current Practices*

Robert F. Silzer, Human Resource Assessment & Development, *Making a Difference in Talent Management*

Allan H. Church, PepsiCo, Erica I. Desrosiers, PepsiCo, *Bring on the High Potentials—Talent Assessment at PepsiCo*

Michael T. Barriere, Citigroup, Amie J. Nelson, The Citigroup Private Bank, Joe Ryan, Citigroup Private Bank, *Determining Success Factors for Developing Talent at Citigroup Private Bank*

David H. Oliver, PepsiCo International, Paige Ross, PepsiCo, *Translating Assessment Results Into Development at PepsiCo*

Ben E. Dowell, Bristol-Myers Squibb, *Discussant*

Submitted by Allan H. Church, allan.church@pepsi.com

123. Symposium: Saturday, 8:00–9:50 Lone Star C2 (2nd floor-CC)

Factors Affecting the Success of eHR Systems in Organizations

This symposium considers factors associated with the success of eHR systems including the role of (a) industrial and organizational psychology in the implementation of eHR, (b) individual and system characteristics that may influence the acceptance and effectiveness of eHR, and (c) human resources metrics used to enhance organizational effectiveness.

Dianna L. Stone, University of Central Florida, *Chair*
Jerard F. Kehoe, Selection & Assessment Consulting,

David N. Dickter, PSI, *Industrial and Organizational Psychology's Role in eHR*

Enrique G. Melon, U.S. Navy Human Performance Center, *Environmental and Learner-Related Factors Affecting the Success of e-Learning*

Dianna L. Stone, University of Central Florida, Richard Johnson, University of Central Florida, Eugene F. Stone-Romero, University of Central Florida, Gergana Markova, University of Central Florida, ***Employees' Reactions to Human Resources Information Systems***

Kimberly Lukaszewski, State University of New York-New Paltz, Dianna L. Stone, University of Central Florida, Eugene F. Stone-Romero, University of Central Florida, ***Individuals' Reactions to Human Resources Information Systems Policies and Practices***

James H. Dulebohn, Michigan State University, Janet Marler, University at Albany-SUNY, ***HR Metrics: An Integrative Model for eHR***

Submitted by Dianna L. Stone, shashcub@cfl.rr.com

124. Panel Discussion: Saturday, 8:00–9:50 Lone Star C3 (2nd floor-CC)

Validity Generalization at Work: Is it Legal to be Scientific?

The scientific community has embraced validity generalization evidence supporting the cross-situational validity of cognitive and noncognitive tests. However, there is a lack of clarity in practice regarding specific methodologies that are acceptable both scientifically and legally. This session will explore legal and professional issues in the practical application of VG.

John A. Weiner, Psychological Services, Inc., ***Chair***
Frank L. Schmidt, University of Iowa, ***Panelist***
James C. Sharf, Employment Risk Advisors, Inc., ***Panelist***
Richard Fischer, OFCCP, U.S. Dept of Labor, ***Panelist***
Keith M. Pyburn, Fisher & Phillips, LLP, ***Panelist***
William W. Ruch, Psychological Services, Inc., ***Panelist***
David Copus, Ogletree Deakins, ***Panelist***

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

125. Panel Discussion: Saturday, 8:00–9:50 Lone Star C4 (2nd floor-CC)

Executive Coaching: How Do We Know the Value We Add?

Following the showing of the 25-minute DVD, *The Psychology of Executive Coaching: The State of the Art*, a diverse panel of executive coaches will discuss some of the provocative questions arising from the practice of executive coaching. The session is expected to stimulate insight, encourage dialogue, and highlight research needs.

J. David Brewer, Leadership Consulting Group of San Francisco, ***Chair***

Gregory Pennington, RHR International, ***Panelist***
David B. Peterson, Personnel Decisions International, ***Panelist***

Anna Marie Valerio, Executive Leadership Strategies, LLC, ***Panelist***

Denise P. Verolini, Wells Fargo Private Client Services, ***Panelist***

Submitted by Anna Marie Valerio,
annamariervalerio@aol.com

126. Symposium: Saturday, 8:00–9:50 Austin 1 (2nd floor-H)

Recent Developments in Efficacy Research: Interventions and Temporal Relationships

Results from longitudinal and experimental studies of efficacy–performance relationships are reported. Both self- and team efficacy are shown to be influenced by various interventions. The longitudinal results, however, suggest that such relationships are not stable over time. Team composition and development variables are featured as potential moderators of effects.

Catherine Collins, University of New South Wales, ***Chair***
John E. Mathieu, University of Connecticut, ***Co-Chair***
Yoav Ganzach, Tel Aviv University, Dov Eden, Tel Aviv University, Tal Zigman, Tel Aviv University, ***Augmenting Means Efficacy to Improve Performance: A Field Experiment***

Lisa Kath, University of Connecticut, John E. Mathieu, University of Connecticut, ***Longitudinal Analyses of the Relationships Between Collective Efficacy and Performance***

Narda Quigley, Villanova University, Paul E. Tesluk, University of Maryland, ***The Moderating Influence of Average Team Member Emotional Stability on the Team Performance Feedback–Team Efficacy Relationship***

Catherine Collins, University of New South Wales, Sharon K. Parker, Australian Graduate School of Management, ***Enhancing Team Efficacy: A Longitudinal Evaluation of a Mentoring and Data Feedback Intervention***

Gilad Chen, Texas A&M University, ***Discussant***

Submitted by Catherine Collins, cathc@agsm.edu.au

127. Symposium: Saturday, 8:00–9:50 Austin 2 (2nd floor-H)

Test Security and Cheating: Research on Practical Issues

In continuously administered employment tests, test security may be compromised by examinees revealing test items to future test candidates. This symposium presents empirical research on how item memorization differs across administration and item types, the effects of item preknowledge on performance and individual difference variables, and methods to detect breaches.

Stephen Stark, University of South Florida, *Chair*
Siang Chee Chuah, AICPA, *Co-Chair*

Ben-Roy Do, University of Illinois, Urbana-Champaign,
Co-Chair

Siang Chee Chuah, AICPA, Ben-Roy Do, University of Illinois, Urbana-Champaign, *Test Administration as a Means for Improving Test Security: CAT Versus Paper and Pencil*

Alan D. Mead, PAQ Services, Inc, *A Comparison of Traditional and Simulation Assessment Memorability and Security*

Ben-Roy Do, University of Illinois, Urbana-Champaign, Bradley James Brummel, University of Illinois, Urbana-Champaign, *Item Preknowledge on Test Performance and Item Confidence*

Bradley James Brummel, University of Illinois, Urbana-Champaign, Siang Chee Chuah, AICPA, *Individual Differences in Cheating Ability and Likelihood*

Bruce Biskin, American Institute of Certified Public Accountants, *Security in a High Stakes Computer-Based Testing Environment: Risks and Findings*

Fritz Drasgow, University of Illinois, Urbana-Champaign, *Discussant*

Submitted by Ben-Roy Do, benroydo@uiuc.edu

128. Symposium: Saturday, 8:00–9:50 Austin 3 (2nd floor-H)

“Service With a Smile, Regardless”: Emotions and Customer Service Work

Employees in service roles must be able to accurately read the emotions of customers, regulate their own emotions according to organizational expectations, and react appropriately. This process and the burnout and service performance outcomes that result will be examined. Several new moderators will be tested (e.g., cognitive ability, racial identity).

Steffanie L. Wilk, The Ohio State University, *Chair*
Nancy P. Rothbard, University of Pennsylvania-Wharton School, *Co-Chair*

Lorna M. Doucet, University of Illinois at Urbana-Champaign, Greg R. Oldham, University of Illinois at Urbana-Champaign, *I Know How You Feel, But It Doesn't Always Help: Emotional Accuracy and The Effectiveness Of Customer Service Representatives*

Radostina Purvanova, University of Minnesota, Joyce E. Bono, University of Minnesota, *Customer Service Performance: “Be Enthusiastic” or “Be Yourself”?*

Steffanie L. Wilk, The Ohio State University, Nancy P. Rothbard, University of Pennsylvania-Wharton School, *Emotional Dissonance, Burnout, and Job Performance: An Experience-Sampling Study of Call Center Workers*

Anat Rafaeli, Technion-Israel Institute of Technology, Shy Ravid, Technion-Israel Institute of Technology, Ravit Rozilio, Technion-Israel Institute of Technology, *The Effects of Anger of Self and Others*

Julie Kern, Pennsylvania State University, Alicia A. Grandey, Pennsylvania State University, *Does Racial Identity Buffer or Exacerbate the Relationship of Workplace Mistreatment With Anger and Burnout?*

Theresa M. Glomb, University of Minnesota, *Discussant*

Submitted by Steffanie L. Wilk, wilk@cob.osu.edu

129. Master Tutorial: Saturday, 8:00–9:50 Seminar Theater (2nd floor-H)

*Two CE Credits Available for Attending!
Register at the Session*

SIOP Goes to Washington: Advocating for I-O Psychology

In this interactive session, led by one of APA's senior science lobbyists, participants will learn more about the federal context for funding of psychological science and opportunities for industrial-organizational psychologists to become more directly involved in translating their research for policymakers.

Heather O'Beirne Kelly, American Psychological Association, *Presenter*

130. Symposium: Saturday, 8:00–9:50 Majestic 1 (37th floor-H)

Creativity and Innovation in Work Organizations: Multilevel Approaches

Knowledge concerning the similarities and differences of factors affecting work-related creativity and innovation at different levels of analysis is limited. The papers presented in this symposium provide empirical and conceptual advances in understanding multilevel and cross-

level effects related to the amount and quality of creativity and innovation in organizations.

James L. Farr, Pennsylvania State University, *Chair*
Priya Bains, Pennsylvania State University, Veronique
Tran, Pennsylvania State University, *Creativity and
Innovation: Taking It to the Next Level*

Michael D. Mumford, University of Oklahoma, Sam T.
Hunter, University of Oklahoma, *Innovation and
Creativity: Cross-Level Paradoxes*

Michelle M. Harrison, Pennsylvania State University,
Nicole Neff, Pennsylvania State University, Alexander
R. Schwall, Pennsylvania State University, Xinyuan
Zhao, Pennsylvania State University, *A Meta-Analytic
Investigation of Individual Creativity and Innovation
in the Workplace*

Carsten K. W. De Dreu, University of Amsterdam,
*Minority Dissent in Organizational Teams: From
Creative Thoughts to Innovative Products and
Services*

Christina E. Shalley, Georgia Institute of Technology,
Discussant

Submitted by James L. Farr, J5F@psu.edu

131. Symposium: Saturday, 8:00–9:50 Majestic 4-5 (37th floor-H)

The Expatriate Lifecycle: Insights From Selection to Repatriation

Research insights from studies of various phases of the expatriate experience are presented. Findings point to tolerance for stress, workplace strain, and role conflict as among the attributes impacting expatriate success—before, during, and after assignment. Results also challenge the traditional notion that greater cultural distance is inherently negative.

Kelly R. Harkcom, ISR, *Chair*

Mary G. Tye, Colorado State University, Peter Y. Chen,
Colorado State University, *Selection of Expatriates:
Decision-Making Models of Human Resources
Professionals*

Patrick Kulesa, ISR, Leslie A. Bethencourt, ISR, Ralph
J. Bishop, ISR, Katherine Schardt, ISR, Jolene L.
Skinner, ISR, *Cultural Distance: Is Value
Congruency Inevitably Better?*

Riki Takeuchi, HKUST, Mo Wang, Portland State
University, Yaping Gong, Hong Kong University of
Science & Technology, *Mediating Effects of Self-
Efficacy and Psychological Workplace Strain for
Expatriates*

Maria L. Kraimer, University of Melbourne, Margaret
A. Shaffer, University of Wisconsin at Milwaukee,
David A. Harrison, Pennsylvania State University,
Hong Ren, Pennsylvania State University, *A Role
Identity Perspective for Repatriation Effectiveness*

Laura Galarza, University of Puerto Rico, *Discussant*

Submitted by Kelly R. Harkcom,
kelly.harkcom@isrinsight.com

132. Roundtable: Saturday, 8:00–8:50 Majestic 6 (37th floor-H)

Comparing People Across the Globe: The Challenge of International Norms

Personality tests have typically been normed and used within a given country. But increasingly, we face the need to compare personality test results across countries. We address complications of ensuring that test norms are fair across cultures and preserve cultural strengths and still provide a standard of comparison.

Robert E. Lewis, Personnel Decisions International, *Host*
Anna Brown, SHL Group plc, *Co-Host*
Dave Bartram, SHL Group plc, *Co-Host*
Steven Fleck, SHL Group plc, *Co-Host*
Ilke Inceoglu, SHL Group plc, *Co-Host*

Submitted by Robert E. Lewis,
blewis@PersonnelDecisions.com

133. Practice Forum: Saturday, 8:00–9:50 Majestic 7 (37th floor-H)

Dynamic Testing: An Essential Ingredient in Personnel Selection

As psychological testing in personnel selection continues to increase dramatically, dynamic testing has become essential for test developers to ensure that their personnel assessment tools are competent and valid. This forum addresses the necessity, utility, and legality of dynamic testing. Also, the components of dynamic testing systems will be examined.

Patrick L. Wadlington, Hogan Assessment Systems,
Chair

Reid E. Klion, Performance Assessment Network,
*Dynamic Testing: Technical Considerations and
Developments*

Patrick L. Wadlington, Hogan Assessment Systems,
Scott A. Davies, Hogan Assessments Systems,
*Necessity, Advantages, and Requirements of
Dynamic Testing in Personnel Selection*

Jill V. Turner, Hogan Assessment Systems, *Item
Banking: An Applied Perspective*

Rick R. Jacobs, Pennsylvania State University, *When
Science Outpaces Practice: New Applications for
Computer Adaptive Testing*

Ryan A. Ross, Hogan Assessment Systems, *Discussant*
 Submitted by Patrick L. Wadlington,
 pwadlington@hoganassessments.com

134. Symposium: Saturday, 8:00–9:50 Majestic 3 (37th floor-H)

The Rules of Attraction: What, When, and Why Applicants Choose

To attract and secure qualified job applicants, organizations must understand the content and processes underlying applicant decision making. The present symposium provides insight into applicant job choice by elucidating (a) which attributes are important to job seekers; and (b) when, why, and to whom certain attributes are most important.

Crystal M. Harold, Indiana University-Purdue
 University Indianapolis, *Chair*

Michael Ingerick, HumRRO, *Co-Chair*

Derek S. Chapman, University of Calgary, Nicholas
 Borodenko, University of Calgary, *Targeting
 Recruiting Efforts at the Individual, Occupational,
 or Universal Level*

Scott Highhouse, Bowling Green State University, *Social-
 Identity Functions of Organizational Attraction*

Crystal M. Harold, Indiana University-Purdue
 University Indianapolis, Michael Ingerick,
 HumRRO, Ted Diaz, HumRRO, Zachary J. Steiner,
 Indiana University-Purdue University Indianapolis,
*The Organization Offereth and the Applicant
 Taketh? Group- and Individual-Level Differences
 in Fit Preferences and Their Effects on
 Organizational Choice*

Margaret E. Brooks, Wayne State University, Milton D.
 Hakel, BGSU/ORD, *Attribute Importance Across
 the Job Choice Process*

Filip Lievens, Ghent University, *The Importance of
 Instrumental and Symbolic Beliefs for Potential
 Applicants, Actual Applicants, and Employees*

Connie R. Wanberg, University of Minnesota, *Discussant*

Submitted by Crystal M. Harold, charold@iupui.edu

135. Interactive Posters: Saturday, 8:00–8:50 Majestic 8 (37th floor-H)

Cross-Cultural

Joselito C. Lualhati, Global Skills X-Change, *Facilitator*

135-1. Cross Cultural Variations in Climate, Stress and Organizational Productivity Relationships

We examined the relationships between organizational climate, employee stress and organizational productivity in a cross-national study of 51 UK and 104 Chinese manufacturing organizations. The results indicated divergence between contexts. Climates that facilitate employee autonomy displayed a differing pattern of relationships with employee stress and productivity across contexts.

Giles Hirst, Aston University

Pawan Budhwar, Aston Business School

Helen Shipton, Aston Business School

Michael A. West, University of Aston

Xu Chongyuan, Chinese Academy of Sciences

Chen Long, Chinese Academy of Sciences

Submitted by Sally A. Carless,

sally.carless@med.monash.edu.au

135-2. Cross-Cultural Differences in the Impact of a Productivity Intervention

The study examined the impact of horizontal-collectivism on the success of ProMES. Results indicated that power distance and collectivism interact in predicting ProMES success. In countries low in power distance, collectivism played an important role in predicting ProMES success. In countries high in power distance, however, collectivism did not matter.

Anthony R. Paquin, Western Kentucky University

Sylvia G. Roch, University at Albany, SUNY

Maria L. Sanchez-Ku, Select International, Inc.

Submitted by Sylvia G. Roch, roch@albany.edu

135-3. The Development of Cross-Cultural Interpersonal Conflict at Work Scale

The purpose of this study is to develop a cross-cultural interpersonal conflict at work scale (CC-ICS), which addresses both direct conflict and indirect conflict. The CC-ICS would be validated by ICAWS (Spector & Jex, 1998) in both China and the United States.

Cong Liu, Illinois State University

Margaret M. Nauta, Illinois State University

Paul E. Spector, University of South Florida

Chaoping Li, Renmin University of China

Altovise Rogers, Illinois State University

Submitted by Cong Liu, cliu@ilstu.edu

135-4. A Biodata Inventory for Expatriate Selection: Assessing Cross-Cultural Adaptability

This study set out to develop and validate a biographical data inventory called BICCA for assessing cross-cultural adaptability in expatriate managers. Results from 202 expatriates suggest that the BICCA is an effective alternative to commonly used personality inventories in measuring cross-cultural adaptability. We conclude with practical implications.

Nancy Groesch, EADS

Submitted by Nancy Groesch, nancy.groesch@eads.net

136-3. Longitudinal Changes in Testing Applicants and Labor Productivity Growth

Longitudinal reviews of surveys on the incidences of using ability, personality, and other tests for applicants, are reported in the framework of *Griggs v. Duke Power* (1971). Models of selection utility are reviewed, and expected relationships between testing incidences and national labor productivity (output per hour) are stated and explored.

Donald L. Harville, Air Force Research Laboratory

Submitted by Donald L. Harville, Harville@ix.netcom.com

136. Poster Session: Saturday, 8:00–8:50 Lone Star A-B (2nd floor-CC)

Selection

136-1. Assessment Centers: Current Practices in the United States

Our primary goal was to describe the “state of the art” of assessment center (AC) practices in the U.S. In addition, we evaluated whether ACs follow the *Guidelines for AC Operations* (2000). Finally, we compared our findings to a prior study (Spychalski et al., 1997) to determine current trends.

Tasha L. Eurich, Colorado State University
Diana E. Krause, University of Western Ontario
Konstantin Cigularov, Colorado State University
George C. Thornton, Colorado State University

Submitted by Tasha L. Eurich, teurich@lamar.colostate.edu

136-2. Adverse Impact Prediction: Implications of Using the Eighty Percent Rule

This study examined the implications of modeling adverse impact via linear regression as a continuous ratio and via logistic regression as an 80% rule decision. Results indicated differential prediction across adverse impact measures for varying selection ratios and percentages of focal group applicants.

Eric M. Dunleavy, American Institutes for Research
Karla K. Stuebing, FSD Data Services, Inc.
James E. Campion, University of Houston

Submitted by Eric M. Dunleavy, edunleavy@air.org

136-4. A Multifaceted Comparison of Situational Judgment and Biodata Keying Methods

Our research evaluated the impact of development sample size on the effectiveness of various situational judgment and biodata empirical keying methods. Effectiveness metrics included criterion-related validity, validity shrinkage with cross-validation, and race/ethnicity subgroup differences. We discuss potential implications for researchers considering the appropriateness of empirical keying for these content types.

Evan F. Sinar, Development Dimensions International
Joseph A. Jones, Development Dimensions International

Submitted by Evan F. Sinar, evan.sinar@ddiworld.com

136-5. Letters of Recommendation: Controversy and Consensus From Expert Perspectives

This study investigated the opinions and usage of letters of recommendation (LORs) by personnel-related professionals. The results demonstrated that LORs are still relied upon in academia; however, appear to be “phasing out” in applied professions. All professionals identified inflation as a problem with LORs that may never be resolved.

Jessica M. Nicklin, University at Albany, SUNY
Sylvia G. Roch, University at Albany, SUNY

Submitted by Jessica M. Nicklin, jn0702@albany.edu

136-6. Changes in Test Anxiety Before a Work Sample Test

Previous research has found negative relationships between test anxiety and performance on cognitive exams. The present study examined the relationship between test anxiety and performance on a work sample test. HLM analyses found differences in the pattern of anxiety for individuals who passed and individuals who failed the exam.

Nathan Schneeberger, Excelsior College

Submitted by Nathan Schneeberger, ns9529@albany.edu

136-7. Exploring the Processes of Self-Awareness

Study 1 outlined self-awareness processes by examining its cognitive structure. Interviews with 21 assessment center participants surfaced 8 performance strategies. In Study 2, these strategies were validated on a postgraduate sample. Using only numerical indices of self-awareness fails to reflect how effective performance strategies may be used in selection.

Suat Hui A. Lim, Pennsylvania State University
James L. Farr, Pennsylvania State University
Ray Randall, Institute of Work Health and Organisations

Submitted by Suat Hui A. Lim, sal263@psu.edu

136-8. Impression Management and Dimensional Structured Interview Performance

This study examined the influence of impression management (IM) on interview ratings in a structured interview for the position of entry-level fire fighter. Relationships were uncovered between IM and several performance areas; the relationships were maintained after controlling for length of applicant response, a potential confound identified in prior research.

Craig R. Dawson, Previsor, Inc.
Patrick H. Raymark, Clemson University
Michael Horvath, Clemson University

Submitted by Craig R. Dawson, craiganddelilah@juno.com

136-9. The "Write" Stuff: Preliminary Assessment of a Writing Proficiency Test

The importance of foreign language skills is clearly on the rise in the U.S., largely due to economic expansion, national security, and workforce demographic shifts. This study examines the psychometric properties of a newly created writing proficiency test designed by the American Council for the Teaching of Foreign Languages.

Eric A. Surface, Surface, Ward & Associates
Erich C. Dierdorff, DePaul University
Reanna M. Poncheri, NC State/Surface, Ward & Assoc.

Submitted by Eric A. Surface, esurface@swa-consulting.com

136-10. Effects of Personality Test Format on Faking, Validity, and Reactions

Recent research suggests that forced-choice personality measures are more resistant to faking than Likert-type measures. This study examined practical issues associated with the use of forced-choice measures, focusing on faking, criterion-related validity, and test-taker reactions. Results indicated forced-choice measures demonstrate incremental validity over cognitive ability and produce limited negative reactions.

Patrick D. Converse, Florida Institute of Technology
Frederick L. Oswald, Michigan State University
Anna Imus, Michigan State University
Cynthia A. Hedricks, Caliper, Inc.
Hilary Butera, Caliper, Inc.
Radha Roy, Caliper Management, Inc.

Submitted by Patrick D. Converse, pconvers@fit.edu

136-11. Construct Validation of a Personality-Based Safety Assessment

This study explores the construct validity of the personality-based safety measure through exploratory and confirmatory factor analyses and assessment of internal consistency. Results supported a 33-item measure with 7-factor solution and scale reliability acceptable at .82. The factors include positive affect, thrill seeking, negative affect, dependability, trouble making, empathy, and commitment.

Nisreen H. Pedhiwala, Portland State University
George E. Paajanen, Unicru, Inc.

Submitted by Nisreen H. Pedhiwala, nisreen@pdx.edu

136-12. Construction and Validation of the Interview Faking Behaviors Scale

A typology of faking behaviors is proposed. Candidates will fake in order to create images, protect images, and ingratiate. The Interview Faking Behavior (IFB) scale was developed, and then tested with several independent samples of job candidates ($N_{\text{total}} = 1,075$). This study demonstrates evidence of the construct validity of the scale.

Julia Levashina, Purdue University
Michael A. Campion, Purdue University

Submitted by Julia Levashina, levashin@purdue.edu

136-13. The Role of SES in the Ability Performance Relationship

This paper examines the relationship between socioeconomic status, ability tests, and their joint relationship with subsequent performance using the data from a variety of national longitudinal samples. In general, the evidence presented supports our hypothesis that the predictive power of standardized tests is not appreciably reduced when SES is controlled.

Sara Cooper, University of Illinois-Urbana Champaign
Nathan R. Kuncel, University of Minnesota
Paul R. Sackett, University of Minnesota
Justin Arneson, University of Minnesota
Shonna Waters, University of Minnesota

Submitted by Nathan R. Kuncel, nkuncel@uiuc.edu

136-14. Are Nonverbal Cues Used to Make Personality Attributions in Interviews?

This study examines Big 5 personality attributions in understanding the relationships between nonverbal cues and interview scores. Results indicate that raters can make personality attributions using only 1 channel of information and these personality perceptions help explain the relationship between visual (and vocal) cues and interview ratings.

Timothy G. DeGroot, Oklahoma State University
Janaki Gooty, Oklahoma State University

Submitted by Timothy G. DeGroot, degrotg@okstate.edu

136-15. Prediction of College Academic Performance: The Role of Study Habits

This study increased understanding of college academic performance by demonstrating that study skills account for unique variance in college performance over and above high school GPA, the ACT, and Conscientiousness. These findings increase our conceptual understanding of how cognitive and personality variables are related to performance.

N. Tyler Day, Wright State University
Corey E. Miller, Wright State University
Charles N. Thompson, Wright State University
Debra Steele-Johnson, Wright State University
Bryan A. Calkin, Wright State University
Pam R. Dowling, Wright State University
Candace L. Eshelman-Haynes, Wright State University
Elizabeth A. Lerner, Wright State University
Katie M. Meckley, Wright State University
Shannon M. Posey, Wright State University
Marjorie F. Task, Wright State University

Submitted by Corey E. Miller, corey.miller@wright.edu

136-16. Type of Overt Integrity Item, Faking, and Performance

The prevalence of faking across different types of integrity items was investigated. Certain types of overt integrity tests were more frequently faked than others, and faking on certain items improved integrity scores. Moreover, locus of control was found to affect performance and faking on specific types of items.

David J. Whitney, California State University-Long Beach
Janie Yu, Texas A&M University
Kelly Kaminski, Southern California Edison

Submitted by David J. Whitney, dwhitney@CSULB.edu

136-17. Cognitive Load and Gender Bias in a Simulated Selection Decision

Gender stereotypes have been shown to influence person perception, but research is mixed on whether stereotypes impact employment decisions. A simulated selection decision showed no direct evidence of bias but revealed subtle effects of stereotypes on the interpretation of information about job applicants, particularly for decision makers under cognitive load.

Michael Matyasik, Wonderlic, Inc.
Scott B. Morris, Illinois Institute of Technology

Submitted by Scott B. Morris, scott.morris@iit.edu

136-18. The Prevalence of Faking Among Icelandic Job Applicants

The prevalence of several faking behaviors was assessed, using a sample of Icelandic job applicants. Serious faking such as fabrication of data was almost nonoccurring, and about a quarter of the applicants engage in mild faking. The faking base rates are compared to the results of Donovan et al., (2003).

Leifur Geir Hafsteinsson, Reykjavik University

Submitted by Leifur Geir Hafsteinsson, lgh@ru.is

136-19. Comparing IVR and Web-Based Approaches for Preemployment Screening

This study evaluated the effects of test modality on responses to items used for simple prescreening of job applicants. Over 50,000 participants completed an initial application using either interactive voice responses (IVR) or the World Wide Web. After controlling for demographic differences, item responses did not differ across tests modalities.

Keith Hattrup, San Diego State University
 Matthew S. O'Connell, Select International, Inc.
 Jenine R. Yager, San Diego State University

Submitted by Keith Hattrup,
 khattrup@psychology.sdsu.edu

**136-20. Practicing What We Preach:
 Recommendation Letter Usage in I-O Programs**

LOR are an integral component of I-O graduate admissions. Research suggests implementation of standardized forms can improve LOR validity and reliability. In order to further understand LOR prevalence and use, the present study investigated 50 I-O doctoral programs' application process. Implications and recommendations for future research on LOR are discussed.

Anna L. Tolentino, University of South Florida
 Ashley A. Gray, University of South Florida

Submitted by Anna L. Tolentino, alt3878@aol.com

**136-21. Susceptibility of Angoff Method to
 Judgmental Errors: A Laboratory Experiment**

The Angoff method is the most recommended judgmental approach for creating cutoff scores. However, the method's high subjectivity may lead to inaccuracy and unreliability in judgments generated. This study identifies mood as contributing to the unreliability and inaccuracy of Angoff judgments and proposes techniques to deal with these issues.

Daren S. Protolipac, St. Cloud State University
 Lisa Finkelstein, Northern Illinois University

Submitted by John Kulas, jtkulas@stcloudstate.edu

**136-22. Reexamination of the Effects of Test-
 Preparation Methods on the SAT**

The present study involved a reanalysis of an existing dataset to determine whether gains seen in coaching are confounded by time investment of the test taker, such that once time spent preparing is controlled for, formal coaching provides no benefit beyond gains that could be obtained through self-motivated home study.

Paul R. Sackett, University of Minnesota
 Shonna D. Waters, University of Minnesota

Submitted by Shonna D. Waters, wate0120@umn.edu

**136-23. Validation of a School Teacher
 Selection System**

This poster describes the development, validity, utility, and fairness of an automated preemployment K-12 teacher selection instrument. The test assesses the likelihood that a teacher will be successful in the teaching role, with "success" defined as performance ratings. Implications are discussed.

Dee W. Drozd, The Gallup Organization
 Theodore L. Hayes, The Gallup Organization

Submitted by Theodore L. Hayes, ted_hayes@gallup.com

**136-24. Do Warnings Lead to Lower and More
 Honest Personality Scores?**

This study examined the impact of warnings on Conscientiousness self-ratings in a selection context. Results suggest that warnings led to lower and more honest ratings. Different types of warnings may also have different effects. Warnings that emphasized embedded lie items led to lower ratings than warnings that emphasized social verification

Mano Ramakrishnan, The George Washington University
 Andrea F. Snell, University of Akron

Submitted by Mano Ramakrishnan,
 mr_akron@yahoo.com

**136-25. The Effect of Temporal Context on
 Personality Measures Used in Personnel
 Selection**

This research examined the effect of the temporal context in the elevation of applicant scores obtained on a measure of Conscientiousness. Data from 91 applicants suggested that judgments of the self, made in the future context, were significantly higher than in the past context but similar to an applicant context.

Abhishek Gujar, Florida Tech
 Richard Griffith, Florida Tech
 Yukiko Yoshita, Florida Tech

Submitted by Yukiko Yoshita, yyoshita@fit.edu

136-26. Personnel Screening Decisions: Devaluating Critical Incomplete Information (Missing Vs. Hidden)

Integrating devaluation hypothesis with attribution theory, results of this study demonstrate that HR managers and graduating HR seniors rate applicants with critical missing information as equal only to average applicants with complete information and applicants with critical hidden information as no better than poor applicants with complete information.

Soon Ang, Nanyang Technological University
Linn Van Dyne, Michigan State University

Submitted by Linn Van Dyne, vandyne@msu.edu

136-27. Developing Personality-Based Biodata Integrity Measures

Biodata questionnaire developed/validated by generating items targeting constructs predicting ethical decision making (EDM): control locus and Conscientiousness. EDM was assessed by in-basket measuring managerial responses regarding business decisions. Correlation-analysis revealed convergent ($r_s = .41, .50$) and discriminant ($r_s = .21, .24$) validity of biodata scales with established scales and criterion-related validity with EDM ($r_s = .42, .40$).

Gregory G. Manley, University of Texas-San Antonio
Kristen M. Dunn, University of Texas-San Antonio
Juan Benavidez, Oklahoma Office of Personnel Management

Michael Beech, University of Texas-San Antonio

Submitted by Gregory G. Manley, gmanley@utsa.edu

136-28. Does Test Anxiety Induce Measurement Bias in Ability Tests?

Though both state and trait anxiety are negatively related to intelligence test scores, scant evidence exists concerning whether anxiety results in actual measurement bias (i.e., differential measurement functions across people). Using structural equation modeling to explicitly test for measurement invariance, our results show that anxiety does not lead to measurement bias.

Silvia Bonaccio, Purdue University
Charlie L. Reeve, University of North Carolina-Charlotte

Submitted by Silvia Bonaccio, silvia@psych.purdue.edu

136-29. The Impact of Response Scale on Conscientiousness-Performance Relationships: A Meta-Analysis

The current meta-analysis examined whether response format (i.e., dichotomous vs. continuous) moderates the relationship between Conscientiousness and supervisor ratings of performance. As hypothesized, a higher validity estimate was obtained for the Conscientiousness scales that included a continuous item response format.

Nicholas L. Vasilopoulos, George Washington University

Kenneth Matos, George Washington University
Nicholas R. Martin, George Washington University
Arwen Elizabeth Hunter, George Washington University
Theodore L. Hayes, The Gallup Organization

Submitted by Nicholas L. Vasilopoulos, nlv@gwu.edu

137. Symposium: Saturday, 8:30-9:50 San Antonio B (3rd floor-CC)

Devoting Rashly Something as Holy, Ye Must Then Reconsider: Revisiting Methodological Sacred Cows

Many of our methodological practices are accepted uncritically. The papers in this symposium revisit methodological sacred cows associated with the study of congruence, moderators, MANOVA, and adverse impact. Alternatives to traditional methods are described and evaluated.

Jose M. Cortina, George Mason University, *Chair*
Jeffrey R. Edwards, University of North Carolina, Mark E. Parry, University of Missouri-Kansas City,
Applications and Extensions of Spline Regression
Scott Tonidandel, Davidson College, James M.

LeBreton, Wayne State University, Jessica Perkins, Davidson College, *Applying Relative Importance to Multivariate Analysis of Variance*

Herman Aguinis, University of Colorado-Denver, Marlene Smith, University of Colorado-Denver, *A New Framework for Understanding the Impact of Test Validity and Bias on Selection Errors and Adverse Impact*

Katherine Elder, George Mason University, Tine Koehler, George Mason University, Jose M. Cortina, George Mason University, *Power to the People: Detecting More Interactions in I-O*

Lawrence R. James, Georgia Tech, *Discussant*

Submitted by Jose M. Cortina, jcortina@gmu.edu

138. Roundtable: Saturday, 9:00–9:50 Majestic 6 (37th floor-H)

Telework and Dependent Care: Is Standard Practice Best Practice?

Research shows that caring for dependents is a primary motivator for participation in telework programs. Yet, most organizations prohibit this very practice. This roundtable discussion will provide an opportunity to brainstorm ideas on how remote work programs can be modified to better accommodate this emerging trend.

Jennifer M. Verive, White Rabbit Virtual, Inc., *Host*
May A. Flores, Big Brothers Big Sisters of North Texas,
Co-Host

Timothy Golden, Rensselaer Polytechnic Institute,
Co-Host

Submitted by Jennifer M. Verive, jverive@wrvinc.com

139. Interactive Posters: Saturday, 9:00–9:50 Majestic 8 (37th floor-H)

Aggression at Work

Melissa L. Gruys, Washington State University-
Vancouver, *Facilitator*

139-1. Do Mobility, Influence Tactics, and Abusive Supervision Impact OCBs?

Using 192 workers in an automotive firm, 66 state employees, and their immediate supervisors, we predicted and found significant 3-way interactions in both samples. Specifically, the moderating effects of influence tactics on the abusive supervision–OCB relationship were moderated by subordinates' perceptions of job mobility.

Daniel Bachrach, University of Alabama
K. Michele Kacmar, University of Alabama
Kenneth J. Harris, Indiana University Southeast

Submitted by K. Michele Kacmar, mkacmar@cba.ua.edu

139-2. Perceptions of Abuse in Aggressive Work Behavior

Although targets of work abuse, bullying, and aggression have identified sources, incidents, and reactions, little research has examined factors that may shape these subjective responses. This study investigates the impact of actor work role and gender and target gender on perceptions of abuse in 4 types of aggressive behavior.

Philip J. Moberg, Northern Kentucky University
Christine L. Ehrbar, MeyerTool, Inc.

Submitted by Philip J. Moberg, mobergp1@nku.edu

139-3. Harsh Critics: Aggressive Attributions for Failure

This study tested the relationship between trait aggression and attributions of failure in work scenarios. Analyses indicated that aggressive people were much more likely than nonaggressive people to (a) attribute failure to personal characteristics rather than task or circumstances, and (b) respond more harshly to people who failed.

Mark C. Bowler, University of Tennessee
Michael D. McIntyre, University of Tennessee
David J. Woehr, University of Tennessee

Submitted by Mark C. Bowler, mbowler@utk.edu

139-4. Sources of Leader Violence: Comparison of Ideological and Nonideological Leaders

Recent events have called attention to the potential of ideological leaders to incite violence. The present study examined 80 historically notable leaders. Violent and nonviolent leaders were compared to violent and nonviolent ideological leaders in a historiometric analysis examining multilevel variables that might predispose ideological leaders to violence.

Katrina E. Bedell, University of Oklahoma
Sam T. Hunter, University of Oklahoma
Dawn Eubanks, University of Oklahoma
Jazmine Espejo, University of Oklahoma
Mary Shane Connelly, University of Oklahoma
Michael D. Mumford, University of Oklahoma

Submitted by Katrina E. Bedell,
kbedell@psychology.ou.edu

140. Community of Interest: Saturday, 9:00–9:50 Live Oak (2nd floor-H)

Emerging Topic #3 in I-O Psychology

See registration desk for more information.

**141. Poster Session: Saturday,
9:00–9:50 Lone Star A-B (2nd floor-CC)**

Global Diversity

141-1. Group Differences in Applicant Scores on an Emotional Intelligence Test

Emotional intelligence (EI) scores for 907 job applicants were used to examine ethnic and gender group differences. Results indicate that Whites and Hispanics scored significantly higher than Blacks. No gender differences were found. Implications of these findings are discussed for organizations considering or using a measure of EI for selection.

Daniel S. Whitman, Florida International University
David L. Van Rooy, Marriott International
Chockalingam Viswesvaran, Florida International University
Eyrans Kraus, City of Miami
Tina M. Burns, Florida International University

Submitted by Daniel S. Whitman, dwhitman@yahoo.com

141-2. Gender Differences in Importance Ratings in 360° Feedback Surveys

Based on gender role theory, it was hypothesized that male bosses and self-targets would rate instrumental factors as higher in importance to a job, where female bosses and self-targets would rate expressive factors higher. Overall, these hypotheses were not supported; however, a few were partially supported.

Katherine Roberto, Organizational Wellness and Learning Systems
Celesta Taylor, University of Texas-Arlington
Ashleigh Schwab, University of Texas-Arlington
Lloyd Lin, University of Texas-Arlington
Taylor Paige Drummond, University of Texas-Arlington
Kristi Murray, Texas A&M University
Mark C. Frame, University of Texas-Arlington

Submitted by Katherine Roberto, kjr_tx@msn.com

141-3. Validation of an American Social Self-Efficacy Inventory in Chinese Population

This paper reports the validation of an American social self-efficacy inventory developed by Smith and Betz (2000) within a Chinese population. Empirical evidence indicates that this modified Chinese translation version of the measure has adequate psychometric properties, supporting the utility of this measure in future research in Chinese contexts.

Jinyan Fan, Hofstra University
Hui Meng, East China Normal University
Felix James Lopez, Lopez and Associates, Inc.
Xiaofang Li, Shanghai Teacher's University
Xiangping Gao, Shanghai Teacher's University

Submitted by Jinyan Fan, fanjinyan@yahoo.com

141-4. Asian Variability in Performance Rating Modesty Bias

Self- and supervisor, peer, and subordinate ratings were compared within 6 Asian countries. Japanese, and to a lesser extent Korean and Singaporean, managers exhibited modesty bias compared to other ratings; Chinese and Indian managers did not. Findings fail to support the ability of individualism–collectivism to explain differences in modesty/leniency bias.

Laura G. Barron, University of Minnesota
Paul R. Sackett, University of Minnesota
Roxanne M. Laczko, United Health Group

Submitted by Laura G Barron, barro090@umn.edu

141-5. The Draw of Diversity: How Diversity Climates Affect Job Pursuit

In this study, we used diversity climate perceptions to explicate racial differences in job pursuit intentions. Results ($N = 194$) indicated that prodiversity climate perceptions help to attract those who personally value diversity or who identify with racial groups that are likely to be affirmed in pro-diversity climates.

Derek R. Avery, Rutgers University
Patrick F. McKay, University of Wisconsin-Milwaukee
Morela Hernandez, Duke University
Michelle (Mikki) Hebl, Rice University
Mark A. Morris, JCPenney

Submitted by Derek R. Avery, davery@camden.rutgers.edu

141-6. The Influence of Sex-Role Stereotypes and Sex Typing on Performance Evaluations

This study was conducted to examine the influence of gender-role stereotypes and the sex typing of the professor job on performance evaluations of university educators in actual classroom performance evaluation situations. Intraclass correlation coefficients and multiple hierarchical regression were employed to determine the extent and direction of these relationships.

Jay M. Dorio, University of South Florida

Submitted by Jay M. Dorio, jdorio@mail.usf.edu

141-7. It's Not Black and White: Reactions to Minority Recruitment Efforts

Organizations often use targeted recruitment strategies to attract minority applicants to increase diversity. However, results detailing how Black and White job applicants react to such tactics are inconclusive. We reviewed theories and empirical studies to explain the reactions of these job seekers and provided propositions to stimulate future research.

Marla Baskerville Watkins, Tulane University
Flannery G. Stevens, Tulane University
Bryan D. Edwards, Tulane University

Submitted by Bryan D. Edwards,
bryaedwards@yahoo.com

141-8. Still Sexist: The Relationship Between Sexism and Applicant Evaluations

The purpose of this study was to examine the relationship between sexism and the evaluation of female job candidates. Participants who endorsed subtle forms of sexism provided more negative evaluations of a female versus a male job applicant; results for participants who endorsed overtly sexist attitudes, however, were more complex.

Amy Nicole Salvaggio, University of Tulsa
Michelle Streich, University of Tulsa
Jenna R. Fitzke, University of Tulsa
Rebecca A. Denney, Samsung Austin Semiconductor

Submitted by Amy Nicole Salvaggio,
amy-salvaggio@utulsa.edu

141-9. Testing Stereotype Threat Theory Predictions for Math Majors by Gender

This study tested the generalizability of stereotype threat theory findings from laboratory to real-world contexts using a measure of domain identification separate from domain ability. Results were not supportive of stereotype threat theory predictions, reinforcing the need for caution in generalizing stereotype threat theory lab findings to real-world testing environments.

Shonna D. Waters, University of Minnesota
Michael J. Cullen, Personnel Decisions Research
Institutes, Inc.
Paul R. Sackett, University of Minnesota

Submitted by Michael J. Cullen, michael.cullen@pdri.com

141-10. What Blinds the Diversity Lens in Vertical Dyads?

We predicted the positive effect of dyadic similarity in cooperative orientation and contrasted the moderating effects of length of relationship and mutual trust. Multilevel analyses supported that length of relationship strengthened, and mutual trust weakened the positive effect of similarity. Similarity–attraction paradigm was supported only when mutual trust was low.

Xu Huang, The Hong Kong Polytechnic University
Joyce Iun, The Hong Kong Polytechnic University

Submitted by Xu Huang, mshuangx@polyu.edu.hk

141-11. Employee Disability: Its Effect on the Performance Evaluation Process

We explored whether amount of contact with disabled persons and disability–job fit stereotypes were related to job performance evaluations of disabled persons. Results suggest possible bias against disabled persons when performance is good and bias in favor of disabled persons when performance is poor. We conclude with future research questions.

Joel E. Lynch, Northern Illinois University
Lisa Finkelstein, Northern Illinois University

Submitted by Joel E. Lynch, joeelynych@hotmail.com

141-12. Motives, Intentions To Stay, and Acculturation Among Asian International Students

In a sample of Asian international students, a relationship between motives and acculturation was mediated by post-degree residency intentions. Motives associated with permanent residency intentions were associated with greater acculturation. The findings are discussed for their impact on international students adjustment. Parallels with organizational expatriates are also discussed.

Kevin Hy, California State University-San Bernardino
Mark D. Agars, California State University-San Bernardino
Janet L. Kottke, California State University-San Bernardino
David Chavez, California State University, San Bernardino

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

141-13. Predicting Organizational Attitudes from Ethnic Identity and Perceptions of Diversity

The relation between ethnic identity and organizational attitudes was investigated. Data from 230 students indicated that ethnic identity explains incremental variance beyond minority status in organizational identification and peer social support. In addition, the magnitude of effect for ethnic identity on organizational identification and perceived organizational support depended on perceived diversity.

Dana M. Glenn, University of Houston
 Kristina Renee Miller, University of Houston
 Kathryn Keeton, University of Houston
 Amy Canevello, University of Houston

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

141-16. Heterosexuals' Responses to Gay Co-Workers, Incorporating Gender Differences

This study examined participants' willingness to partner with a sexual minority coworker on a visible, important, and developmental job assignment. Participants' previous contact experiences, intergroup anxiety towards sexual minorities, and job level of the coworker were also examined as influences on their partnering decisions. Results, implications, and future research are discussed.

Corey S. Munoz, Human Resources Research Organization
 Darrin M. Grelle, The University of Georgia
 Lauren S. Harris, University of Georgia
 Kecia M. Thomas, University of Georgia

Submitted by Corey S. Munoz, munozcorey@hotmail.com

141-14. Pursuit and Adjustment of Goals During Unemployment: Age Matters

This longitudinal study investigated the antecedents (work experiences, social support) of self-regulatory skills, namely goal pursuit and adjustment, and their predictive value for well-being (mental health, life satisfaction) and reemployment success. Our sample included 87 job seekers. Results revealed that both antecedents and consequences of self-regulation varied across age.

Cornelia Niessen, University of Konstanz
 Nina Heinrichs, Technical University of Braunschweig

Submitted by Cornelia Niessen,
 cornelia.niessen@uni-konstanz.de

141-17. Using SJTs to Evaluate Equal Opportunity and Diversity Training Programs

We discuss the inadequacies associated with currently used methods for evaluating diversity training outcomes in the context of organizational effectiveness and suggest Situational Judgment Tests (SJT) as a viable, more comprehensive, and more credible alternative. This study addresses the construction of a SJT as well as the associated methodological challenges.

Neil M. A. Hauenstein, Virginia Tech
 Patrice L. Esson, Virginia Tech
 Rolanda Findlay, Virginia Tech
 Julie Kalanick, Virginia Tech

Submitted by Patrice L. Esson, pesson@vt.edu

141-15. Impact of Manager Versus Team Members' Demography on Organizational Commitment

The current study explores the impact of manager versus team members' race, gender, and age on members' reported organizational commitment. Using survey data collected from an information technology company, we found no relationship between relational demography and organizational commitment. Limitations and direction for future study are provided.

Shawn Del Duco, Sirota Survey Intelligence
 Angela Grotto, Baruch College
 Justin G. Black, Sirota Survey Intelligence/Baruch-CUNY

Submitted by Justin G. Black, justin.black@gmail.com

141-18. The Effect of Racialized Jobs on Promotion Decisions

Some non-White candidates for promotion were more likely to be placed in racialized jobs. Candidate qualifications had a strong effect on job placement, but participants also considered the race of the applicant and the type of position when assigning candidates to jobs.

Miriam C. Bane, Middle Tennessee State University
 Judith L. Van Hein, Middle Tennessee State University
 Glenn E. Littlepage, Middle Tennessee State University
 Michael B. Hein, Middle Tennessee State University

Submitted by Judith L. Van Hein, jvanhein@mtsu.edu

141-19. Adverse Impact: Four-Fifths Rule Versus Statistical Significance Tests in Courtrooms

This study examined the use of the 4/5ths rule as compared to significance tests to establish prima facie evidence of adverse impact in courtrooms. Results indicated that minorities are more likely to establish the prima facie case and win cases using statistical significant testing instead of the 4/5ths rule.

Patrice L. Esson, Virginia Tech
Neil M. A. Hauenstein, Virginia Tech

Submitted by Patrice L. Esson, pesson@vt.edu

141-20. Workplace Romance: Examining Sexual Orientation, Power Differences, and Organizational Culture

Little research has examined how observers react to workplace romances and what they think management should do. This experimental study examined sexual orientation of romance participants (homosexual/heterosexual), power (lateral/hierarchical romance), and organizational culture (conservative/liberal). There were more negative reactions toward hierarchical romances and homosexual couples and different relationship motives ascribed.

Amy K. Sandberg, Southern Illinois University-Edwardsville
Cynthia R. Nordstrom, Southern Illinois University-Edwardsville

Submitted by Cynthia R. Nordstrom, cnordst@siue.edu

141-21. Coming Home: A Reservist Perspective on the Repatriation Process

A longitudinal, qualitative study was conducted with Army reservists to examine the process of returning to the civilian workforce after a combat deployment. A process model of reintegration emerged consisting of 4 stages. This study contributes to the literature on general repatriation as well as repatriation work adjustment.

Katherine E. Wiegand, Georgia Southern University
Rebecca A. Bull, Purdue University
Stephen G. Green, Purdue University
Shelley M. MacDermid, Purdue University

Submitted by Katherine E. Wiegand,
kewiegand@georgiasouthern.edu

141-22. The Effects of Accent on Perceptions of a Medical Doctor

This study investigated respondents' initial perceptions of hypothetical medical doctors differing on accent type (Anglo, Chinese, Asian Indian, and Spanish) and sex. Results showed that foreign-accented doctors evoked more negative affect but were perceived as favorably as Anglo-accented doctors on social status, solidarity, and trustworthiness.

Megumi Hosoda, San Jose State University
Pamela M. Wells, San Jose State University

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

141-23. Women Managers: Self-Imposed Barriers to Career Advancement

In this study the authors compare networking comfort levels of male ($n = 32$) and female ($n = 33$) senior executives with female mid-level ($n = 88$) managers. Although both male and female senior executives were quite similar and comfortable with networking activities, the mid-level female managers reported significantly higher levels of networking discomfort.

Shannon L. Goodson, Behavioral Sciences Research Press
George W. Dudley, Behavioral Sciences Research Press
William A. Weeks, Baylor University

Submitted by Shannon L. Goodson, bsrpslg@msn.com

141-24. Do Cross Cultural Values Affect Multisource Feedback Dynamics?

This study tests the effect of cultural values on multisource feedback utilizing a sample of 501 managers from Venezuela, a collectivistic and high power distance country. Results indicate that cultural values distort boss-subordinates feedback, focus evaluation on collectivist behaviors, and facilitate consensus among sources. Theoretical and practical implications are discussed.

Otmar E. Varela, Nicholls State University

Submitted by Otmar E. Varela, otmar.varela@nicholls.edu

141-25. The Impact of Personal Comfort With Diversity on Group Functioning

We examine personal comfort with diversity as a moderator of age, gender, and race dissimilarity effects and 3 aspects of group functioning. Results showed that individuals who have low personal comfort with diversity were strongly affected by being different than others in their work group. Asymmetrical subgroup effects were found.

Christine M. Riordan, Texas Christian University
 Melenie C. Lankau, University of Georgia
 Marcus Stewart, Bentley College

Submitted by Christine M. Riordan, c.riordan@tcu.edu

141-26. The Validity of IAT of Attitudes Towards Individuals With Disabilities

The current study was the 2nd to attempt to use the implicit association test (IAT) to measure attitudes towards individuals with disabilities. The IAT was related to the best paper-and-pencil measure of the construct (Interaction with Disabled Person's Scale) but was, surprisingly, found susceptible to socially desirable responding.

Adrian Thomas, Auburn University
 Daly Vaughn, Auburn University
 Daniel J. Svyantek, Auburn University

Submitted by Adrian Thomas, thomaa6@auburn.edu

141-27. The Bill Cosby Effect: Does Audience Race Influence Evaluations/Criticism?

The racial audience (experimenter race) was found to influence both Black and White raters in their evaluations of a Black applicant. In front of a Black audience, Black raters lower ratings of "good" performances and increase ratings of "bad" performances. White raters were less influenced by audience race.

Andrew Michael Biga, University of South Florida

Submitted by Andrew Michael Biga, abiga@mail.usf.edu

141-28. Comparing Telephonic and Face-to-Face Speaking Proficiency Interviews

Two samples of military personnel ($N = 32$; $N = 2,037$) completed interviews assessing foreign language proficiency either in person or telephonically. Comparisons supported the study hypothesis: Telephonic examinees received less favorable scores than their face-to-face counterparts even after controlling for interview year, language difficulty, cognitive ability, and language aptitude.

Lori Foster Thompson, North Carolina State University
 Eric A. Surface, Surface, Ward & Associates

Submitted by Lori Foster Thompson,
 lfthompson@ncsu.edu

141-29. Criterion-Related Validity and Ethnic Differences of Dutch Police Officer Selection

This study investigated the criterion-related validity of Dutch police selection measures and differences between ethnic majority and minority applicants. The predictive power of cognitive measures was largely comparable to the predictive power of other (noncognitive ability) measures, but the latter showed much less adverse impact on employment opportunities.

Lonneke A. L. de Meijer, Erasmus University-Rotterdam
 Marise Ph. Born, Erasmus University-Rotterdam
 Gert Terlouw, Police Academy of The Netherlands
 Henk T. Van Der Molen, Erasmus University-Rotterdam

Submitted by Lonneke A. L. de Meijer,
 demeijer@fsw.eur.nl

Coffee Break Saturday, 10:00–10:30 Multiple Locations

142. Special Event: Saturday, 10:30–11:50 San Antonio A (3rd floor-CC)

Getting More Respect: Informing Multiple Constituents About I-O Scientific Contributions

I-O psychologists can benefit from increased recognition of our scientific and societal contributions. The purpose of this invited panel is thus to discuss how we as a field could communicate I-O psychology's accomplishments and contributions to multiple constituents, including other fields of psychology, prospective and current students, and work organizations.

Gilad Chen, Texas A&M University, *Chair*
 Frank J. Landy, Landy Litigation Support Group, *Panelist*
 Elaine D. Pulakos, Personnel Decisions Research Institutes, *Panelist*
 Eduardo Salas, University of Central Florida, *Panelist*
 Neal W. Schmitt, Michigan State University, *Panelist*

143. Symposium: Saturday, 10:30–11:50 San Antonio B (3rd floor-CC)

Testing Interaction Effects: Problems and Procedures

Procedures for testing moderator hypotheses (i.e., X-Y relationship depends upon Z) suffer a variety of shortcomings. We discuss these shortcomings and offer new techniques for evaluating interactions. Topics include effect size calculation, controlling heterogeneity of vari-

ance, mathematical restrictions in factorial ANOVA, and the effects of missing data on moderated regression.

Daniel A. Newman, Texas A&M University, *Chair*
 Herman Aguinis, University of Colorado-Denver,
 Charles A. Pierce, University of Memphis,
*Computation of Effect Size for Moderating Effects
 of Categorical Variables in Multiple Regression*
 Patrick J. Rosopa, University of Central Florida, *An
 Alternative Solution for Heterogeneity of Variance
 Across Categorical Moderators in Moderated
 Multiple Regression*
 William M. Rogers, Grand Valley State University,
*Monotonicity Constraints on Interaction Effects in
 Factorial ANOVA*
 Jeremy F. Dawson, Aston University, Daniel A.
 Newman, Texas A&M University, *Pairwise Deletion
 Problems With Moderated Multiple Regression*
 Jose M. Cortina, George Mason University, *Discussant*
 Submitted by Daniel A. Newman, d5n@tamu.edu

144. Symposium: Saturday, 10:30–12:20 Houston A (3rd floor-CC)

Gender and Culture: Emerging Directions for Organizational Citizenship Research

Despite the abundance of organizational citizenship behavior (OCB) research, little is known regarding the role that gender and culture play in understanding this behavior and its consequences. The research presented examines differential reactions to OCB across gender and similarities, as well as differences, in the dynamics of OCB across cultures.

Tammy D. Allen, University of South Florida, *Chair*
 Lisa Wilkinson, University of South Florida, Tammy D.
 Allen, University of South Florida, *The Influence
 of Gender Stereotypes of Citizenship Performance
 on Organizational Rewards*
 Julie J. Chen, New York University, Madeline E.
 Heilman, New York University, *Ordinary Versus
 Extraordinary: A Closer Examination of the
 Differential Reactions to Men's and Women's
 Altruistic Citizenship Behavior*
 Laurent M. LaPierre, University of Ottawa, *The Effects
 of Supervisor Behaviors Denoting Trustworthiness
 on Subordinate Motivation to Demonstrate Extra-
 Role Behaviors: Experimental Evidence From
 Canada and China*
 Pablo Cardona, IESE Business School, Alvaro Espejo,
 IESE Business School, *Organizational Citizenship
 Behaviors Across Cultures: An Exchange Perspective*
 Mark G. Ehrhart, San Diego State University, *Discussant*
 Submitted by Tammy D. Allen, tallen@luna.cas.usf.edu

145. Symposium: Saturday, 10:30–12:20 Houston B (3rd floor-CC)

Potentially Negative Effects of Corporate Culture on People With Disabilities

Research suggests that corporate cultures may create situations where organizations can discriminate against people with disabilities. This panel will explore the history and development of corporate cultures, how they have negatively impacted the employment prospects of people with disabilities, and what changes in policies and programs can improve this situation.

Nathan D. Ainspan, Department of Labor, *Chair*
 Nathan D. Ainspan, Department of Labor, *Current
 Statistics and Attitudes on the Employment of
 People With Disabilities*
 Bonnie O'Day, Cornell University Institute for Policy
 Research, *From Old Paradigms to New
 Perceptions: Paternalism and Disability Policy for
 the 21st Century*
 Robert Stensrud, Drake University, Dennis Gilbride,
 Syracuse University, *Corporate Cultures and
 Disabilities: The Employment Opportunity Survey
 (EOS)*
 Lisa Schur, Rutgers University, Douglas L. Kruse,
 Rutgers University, *Corporate Culture and the
 Attitudes of People With Disabilities in
 Organizations*
 Eugene F. Stone-Romero, University of Central Florida,
 Dianna L. Stone, University of Central Florida,
 Kimberly Lukaszewski, State University of New
 York-New Paltz, *Culture and Role Taking by
 People With Disabilities in Organizations*
 Susanne M. Bruyere, Cornell University, Ramona L.
 Paetzold, Texas A&M University, *Workplace
 Discrimination Lawsuits as Evidence of Corporate
 Culture*
 Adrienne J. Colella, Tulane University, *Discussant*
 Submitted by Nathan D. Ainspan, ainspan.nathan@dol.gov

146. Symposium: Saturday, 10:30–11:50 Houston C (3rd floor-CC)

Leadership and Evolutionary Psychology: New Perspectives on an Old Topic

History has taught us much about leadership, but questions remain. This session considers how evolutionary psychology provides a framework for integrating, reconsidering, and advancing the vast and fragmented literature on leadership. Darwin's "dangerous idea" has influenced other disciplines in the human sciences; we discuss what it offers students of leadership.

Robert B. Kaiser, Kaplan DeVries Inc., *Chair*
 Robert B. Kaiser, Kaplan DeVries Inc., *Why an
 Evolutionary View of Leadership?*
 Richard D. Arvey, University of Minnesota, *Genetic
 Influences on Leadership*
 Mark Van Vugt, University of Kent at Canterbury, *What
 Evolution Teaches Us About Leadership: Some
 Lessons From the Past*
 Robert T. Hogan, Hogan Assessment Systems,
Evolutionary Theory and Applied Psychology
 Adrian Furnham, London University, *Discussant*
 Submitted by Robert B. Kaiser, rkaiser@kaplandevries.com

**147. Panel Discussion: Saturday,
 10:30–11:50
 State Room 1 (3rd floor-CC)**

**Have You Ever Wondered...Ponderables
 About Using Employee Survey Results**

The success of any employee survey hinges on what happens after the survey has been completed. In this session survey professionals discuss their findings to commonly asked survey questions on using employee survey data in organizations.

Sarah R. Johnson, Genesee Survey Services, *Chair*
 Ingwer Borg, ZUMA, *Panelist*
 Lindsay A. Bousman, University of Nebraska-Omaha;
 Microsoft Corporation, *Panelist*
 Shauna Cour, Microsoft Corporation, *Panelist*
 Paul M. Mastrangelo, Genesee Survey Services, *Panelist*
 Kristin Chase, Universal Orlando, *Panelist*
 Anjani Panchal, Pepsi Americas, *Panelist*

Submitted by Sarah R. Johnson,
 sarah.johnson@gensurvey.com

**148. Symposium: Saturday, 10:30–12:20
 State Room 2 (3rd floor-CC)**

**Personality at Work: New Applications of
 Trait Activation Theory**

Trait activation theory offers a rich personality–situation interactionist foundation for improving the use of personality data in fitting people with their work environments. Four new studies are presented that apply aspects of the theory in varying contexts, including SJTs, team member compatibility, and leadership.

Patrick L. Wadlington, Hogan Assessment Systems,
Chair
 Jeffrey R. Labrador, Central Michigan University, Neil
 D. Christiansen, Central Michigan University, Gary

N. Burns, Central Michigan University, *Measuring
 Personality Using Situational Judgment Tests*
 Dawn Lambert, Psychological Associates, Robert P.
 Tett, University of Tulsa, *Personality Trait
 Activation and Coworker Preference*
 Michael Glen Anderson, University of Tulsa, Robert P.
 Tett, University of Tulsa, *Who Prefers to Work With
 Whom? Trait Activation in Classroom Teams*
 Lawrence A. Witt, University of New Orleans, Kenneth
 J. Harris, Indiana University Southeast, K. Michele
 Kacmar, University of Alabama, *An Examination of
 How LMX Activates Conscientiousness*
 David V. Day, Pennsylvania State University, *Discussant*
 Submitted by Robert P. Tett, robert-tett@utulsa.edu

**149. Symposium: Saturday, 10:30–11:50
 State Room 3 (3rd floor-CC)**

Current Issues in Training Effectiveness

The papers in this symposium focus on identifying which situational factors, including learning principles employed, and dispositional factors, including trainees' motivation to learn and cultural values, enable trainees to learn instructional material and to transfer these learned principles to their jobs.

Annette Towler, Illinois Institute of Technology, *Chair*
 Eyal Ronen, Illinois Institute of Technology, Annette
 Towler, Illinois Institute of Technology, *Cultural
 Differences in Reactions to Feedback in Training*
 Matthew Pearsall, University of Arizona, Miguel A.
 Quinones, University of Arizona, *The Role of
 Training in the Adoption of New Innovation*
 Traci Sitzmann, Advanced Distributed Learning Co-
 Laboratory, Kenneth G. Brown, University of Iowa,
 Kurt Kraiger, Colorado State University, *The Impact
 of Anticipated Reactions and Core Self-
 Evaluations on Motivation to Learn, Posttraining
 Reactions, and Learning*
 Michael J. Tews, Cornell University, J. Bruce Tracey,
 Cornell University, *An Empirical Examination of
 Interventions for Enhancing the Effectiveness of
 Interpersonal Skills Training*
 Raymond A. Noe, Ohio State University, *Discussant*
 Submitted by Annette Towler, towler@iit.edu

**150. Practice Forum: Saturday,
10:30–11:50
State Room 4 (3rd floor-CC)**

Technology Innovations in Human Capital Development

How will technology integration help meet human capital development needs? How do you select the optimal solution? What are common challenges? What does the future hold? In this forum, discussants from 3 top companies present how their innovative technology solutions meet traditional human capital management and development needs.

Timothy S. Kroecker, Cambria Consulting, *Presenter*
Ann Gowdy, United Technologies, *Presenter*
Raymond Elman, Cambria Consulting, *Presenter*
Jackie Fitzgerald, Manheim Auctions, *Presenter*

Submitted by Timothy S. Kroecker, tkroecker@
cambriaconsulting.com

**151. Special Event: Saturday,
10:30–12:20
Lone Star C1 (2nd floor-CC)**

**Ethics Reconsidered: Reflections From
Inside and Outside I-O Psychology**

How do psychologists identify and handle ethical issues in their work? How can the APA Code of Ethics help? How do psychologists with different backgrounds, competence areas, and perspectives reason through an ethical dilemma? This interactive session will answer such questions uniquely—from within and outside of I-O psychology.

Robin R. Cohen, Bristol-Myers Squibb, *Chair*
Robert Kinscherff, Department of Mental Health, *Panelist*
Rodney L. Lowman, Alliant International University,
Panelist

William H. Macey, Valtera, *Panelist*
Vicki V. Vandaveer, Vandaveer Group, Inc, *Panelist*
Deirdre J. Knapp, HumRRO, *Co-Discussant*
Stephen Behnke, American Psychological Association,
Co-Discussant

**152. Symposium: Saturday, 10:30–12:20
Lone Star C2 (2nd floor-CC)**

**Advances in Research in Situational
Judgment Tests: Content and Constructs**

Although situational judgment tests (SJTs) have been demonstrated as valid predictors of job performance, we do not know much about what they measure. The 5

papers in this symposium address key issues concerning SJT content and constructs including situation specificity, decision-making strategies, content factors, construct-ability interaction, and creating parallel forms.

Gordon Waugh, HumRRO, *Chair*
Frederick L. Oswald, Michigan State University, Alyssa Friede, Michigan State University, Neal W. Schmitt, Michigan State University, Stephanie M. Drzakowski, Michigan State University, Anna Imus, Michigan State University, Smriti Shivpuri, Michigan State University, *Trait and Situational Variance in a Situational Judgment Measure of Goal Orientation*

Kelley J. Krokos, American Institutes for Research, *The Situational Nature of Situational Judgment*

Robert J. Schneider, Personnel Decisions Research Institutes, Jeff W. Johnson, Personnel Decisions Research Institutes, Pete Legree, U.S. Army Research Institute, *Do SJTs Measure the Same Construct Above and Below the Median?*

Gordon Waugh, HumRRO, Teresa L. Russell, Self-Employed, *The Effects of Content and Empirical Parameters on the Predictive Validity of a Situational Judgment Test*

Filip Lievens, Ghent University, *Situational Judgment Tests in High Stakes Testing: An Examination of Different Procedures for Creating Parallel Forms*

David Chan, Singapore Management University, *Discussant*

Submitted by Gordon Waugh, gwaugh@humrro.org

**153. Symposium: Saturday, 10:30–11:50
Lone Star C3 (2nd floor-CC)**

Learn 'N' Play: Effectiveness of Videogame-Based Simulations for Training and Development

Videogames are emerging as an increasingly popular training tool. This symposium presents theoretical and empirical research on individual, environmental, and pedagogical factors that maximize the effectiveness of game-based training. Together, the papers offer suggestions regarding how game-based training can be better implemented and utilized to enhance training outcomes.

Janis A. Cannon-Bowers, University of Central Florida, *Chair*

Karin A. Orvis, George Mason University, *Co-Chair*
Kara L. Orvis, Aptima, Inc., *Co-Chair*

Kara L. Orvis, Aptima, Inc., Michael J. Garrity, Aptima, Inc., Diane Miller, Aptima, Inc., *Maximizing Learning Outcomes in Game-Based Training Environments*

James Belanich, U.S. Army Research Institute, Laura Mullin, The Catholic University of America, ***Training Game Design Characteristics That Promote Learning***

Karin A. Orvis, George Mason University, James Belanich, U.S. Army Research Institute, Daniel B. Horn, U.S. Army Research Institute, ***The Impact of Trainee Characteristics on Game-Based Training Success***

Janis A. Cannon-Bowers, University of Central Florida, Adams Greenwood-Erickson, University of Central Florida, Alicia Sanchez, University of Central Florida, ***Toward a Comprehensive Research Agenda for Game-Based Learning and Synthetic Learning Environments***

Stephen J. Zaccaro, George Mason University, ***Discussant***

Submitted by Karin A. Orvis, Korvis1@gmu.edu

154. Symposium: Saturday, 10:30–12:20 Lone Star C4 (2nd floor-CC)

New Insights Into Constructs Underlying Structured Interview Performance and Validity

This symposium will provide new evidence concerning the construct- and criterion-related validity of structured selection interviews. Presenters will discuss research results based on primary studies and meta-analyses, conducted in experimental and applied settings, using data from American and European samples. A discussant will highlight the theoretical and applied implications.

Kerri L. Ferstl, Personnel Decisions Research Institutes, ***Chair***

Ute-Christine Klehe, University of Amsterdam, ***Co-Chair***

Christopher M. Berry, University of Minnesota, Paul R. Sackett, University of Minnesota, Richard N. Landers, University of Minnesota, ***Comprehensive Meta-Analysis of Interview–Ability Correlations: Less Related Than We Thought***

Chad H. Van Iddekinge, Florida State University, Michael S. Henry, Stanard & Associates, Inc./ITT, ***Are Facets of Cognitive Ability Differentially Predictive of Interview Performance?***

Ute-Christine Klehe, University of Amsterdam, Cornelius Koenig, University of Zurich, Klaus G. Melchers, University of Zurich, Martin Kleinmann, University of Zurich, Gerald Richter, Chiron Vaccines, ***Candidates' Ability to Identify Criteria in Structured Interviews and its Predictive Power of Performance in an Assessment Center***

Patrick Mussel, University of Hohenheim, Heinz Schuler, University of Hohenheim, Andreas Frintrup, HR-Diagnostics.com, ***Construct Validity of the Multimodal Interview***

Patrick H. Raymark, Clemson University, Chad H. Van Iddekinge, Florida State University, Laura McClelland, Clemson University, Heather N. Odle-Dusseau, Clemson University, Matthew Richard Millard, Clemson University, Jessica L. Bradley, Clemson University, ***Influence of Interviewee***

Faking on the Accuracy of Interviewer Judgments
Robert E. Lewis, Personnel Decisions International, ***Discussant***

Submitted by Ute-Christine Klehe, u.klehe@uva.nl

155. Panel Discussion: Saturday, 10:30–11:50 Austin 1 (2nd floor-H)

That Wasn't in The I-O Handbook! RJP For Consulting Careers

In this panel discussion, consultants from *Fortune* 100 corporations, small and large consulting firms, and a government agency offer their perspectives on career-related topics of interest for each position. For those who are considering a career in consulting, this presentation will offer comprehensive advice and lessons learned.

Michael A. Campion, Purdue University, ***Chair***
Jerard F. Kehoe, Selection & Assessment Consulting, ***Panelist***

Julia McElreath, U.S. Department of Homeland Security, ***Panelist***

Jeffrey Gust, American Express, ***Panelist***

Matthew Dreyer, Verizon, ***Panelist***

Christine E. Corbet, Verizon, ***Panelist***

Allison B. Hoffman, Aon Consulting, ***Panelist***

Submitted by Allison B Hoffman, abshotland@yahoo.com

156. Special Event: Saturday, 10:30–11:20 Austin 2 (2nd floor-H)

Distinguished Scientific Contributions Award

The Subjective Nature of Objective Measures of Performance

Objective criterion measures are viewed as superior to subjective measures, but these objective measures still suffer from criterion deficiency and contamination. This presentation uses data to illustrate how the researcher's choice to focus on any 1 aspect of the ultimate criterion can bias results in predictable ways.

Robert D. Pritchard, University of Central Florida, ***Chair***
Angelo S. DeNisi, Tulane University, ***Presenter***

**157. Master Tutorial: Saturday,
10:30–12:20 Austin 3 (2nd floor-H)**

*Two CE Credits Available for Attending!
Register at the Session*

**Introduction to the Generalized Graded
Unfolding Model and its Estimation**

This tutorial will introduce unfolding item response theory (IRT) models. These models are appropriate for attitude, personality, and preference measurement. The focus will be on “graded unfolding models.” The GGUM2004 shareware will also be introduced and used to demonstrate parameter estimation for all models in the graded unfolding model family.

James S. Roberts, Georgia Institute of Technology,
Presenter

Submitted by Paul J. Hanges, Hanges@psyc.umd.edu

**158. Symposium: Saturday, 10:30–11:50
Seminar Theater (2nd floor-H)**

**The Measurement, Causes, and
Consequences of Facet Satisfaction**

Although global job satisfaction has been the focus of more studies in industrial and organizational psychology than has any other topic, far less attention has been given to theory and research on facet satisfaction. This symposium focuses on the measurement, causes, and consequences of several job satisfaction facets.

Terry A. Beehr, Central Michigan University, *Chair*
Nathan A. Bowling, Wright State University, *Co-Chair*
Mo Wang, Portland State University, *Co-Chair*
Drew B. Brock, DASH Consulting, *“Important” Facets
of Satisfaction: An Exploratory Factor Analytic
Investigation*

Mo Wang, Portland State University, Steven S. Russell,
PDRI, *The Relationship Between Facet and
General Job Satisfaction: A Comparison Using
Chinese and American Workers*

Nathan A. Bowling, Wright State University, Terry A.
Beehr, Central Michigan University, *Dispositional
Approach to Satisfaction With Social Facets of Work*
Patrick R. Draves, University of South Florida, Paul E.
Spector, University of South Florida, *An
Examination of Potential Moderating Effects of
Personality on the Relationship Between Job
Attitudes and Organizational Citizenship Behaviors*
Joseph D. Mayer, Xavier University, Mark S. Nagy, Xavier
University, *Beyond Individual Job Satisfaction: An
Examination of Organizational Level Outcomes*

Chris P. Parker, Northern Illinois University, *Discussant*
Submitted by Nathan A. Bowling, psybowling@yahoo.com

**159. Symposium: Saturday, 10:30–12:20
Majestic 1 (37th floor-H)**

**Processes Linking Work and Family
Domains: Taking a Dynamic Approach**

Emotional spillover is considered an important mechanism linking work and family. This symposium introduces 1 conceptual piece linking work and family and 3 empirical studies investigating various spillover effects across work and family. The studies all utilize experience sampling methodology to gather multiple, momentary or “real-time” measures of the variables.

Remus Ilies, Michigan State University, *Chair*
Kelly M. Schwind, Michigan State University, *Co-Chair*
Kevin J. Williams, University at Albany-SUNY, Maria
Arboleda, University at Albany-SUNY, *Affective
Dynamics in Work and Family: A Goal Perspective*
Brent A. Scott, University of Florida, Timothy A. Judge,
University of Florida, *Tired and Cranky? The
Effects of Insomnia on Employee Emotions and
Job Satisfaction*

Nancy P. Rothbard, University of Pennsylvania-
Wharton School, Steffanie L. Wilk, The Ohio State
University, *Waking Up on the Right Side of the
Bed: The Influence of Mood on Work Attitudes
and Performance*

Remus Ilies, Michigan State University, Kelly M.
Schwind, Michigan State University, David T. Wagner,
Michigan State University, Daniel R. Ilgen, Michigan
State University, *The Influence of Work Overload on
Well-Being: A Dynamic Work-Family Study*
Jeffrey R. Edwards, University of North Carolina,
Discussant

Submitted by Remus Ilies, ilies@msu.edu

**160. Symposium: Saturday, 10:30–12:20
Majestic 4-5 (37th floor-H)**

**Sexual Harassment of Special and
Vulnerable Populations in the Workforce**

Sexual harassment research has documented the forms, antecedents, and consequences of sexual harassment affecting the mainstream workforce. This symposium presents 5 studies that examine “special populations” in the workforce—those that are particularly vulnerable, distinct, or otherwise overlooked in mainstream research.

Margaret S. Stockdale, Southern Illinois University-
Carbondale, *Chair*

- Armando Estrada, Washington State University
Vancouver, Osvaldo F. Morera, University of Texas at El Paso, *A Test of Fitzgerald, Hulin, and Drasgow's (1995) Model of Sexual Harassment in Mexico*
- Stephanie Swindler, Wright-Patterson AFRL, *Sexual Harassment in the Workplace: An In-Depth Examination of Gender, Race–Ethnicity, and Measurement Issues*
- Julie Konik, University of Michigan, Lilia M. Cortina, University of Michigan, Davidson Hook, University of Michigan, *Intersections of Sex-Based Mistreatment in the Workplace: Modeling the Structure of Sexual Harassment and Heterosexist Harassment*
- Margaret S. Stockdale, Southern Illinois University-Carbondale, T. K. Logan, University of Kentucky, *Sexual Harassment Experiences of Vulnerable Women: A Comparison of Rural and Urban Women With Domestic Violence Protection Orders*
- Charles A. Pierce, University of Memphis, Ivan S. Muslin, University of Memphis, Tobias Huning, University of Memphis, Herman Aguinis, University of Colorado-Denver, *Critical Review of Sexual Harassment Legal Cases Involving Workplace Romance*
- Jennifer L. Berdahl, University of Toronto, *Discussant*
Submitted by Margaret S. Stockdale, PStock@siu.edu

161. Roundtable: Saturday, 10:30–11:50 Majestic 6 (37th floor-H)

Creating Inclusive I-O Program Cultures: Best Practices at UGA, UCF

Thomas and Clark (2003), based on a symposium held at the 2003 SIOP meeting, discussed the barriers and bridges to inclusion for minority graduate students in I-O psychology. This session will discuss best practices I-O programs can adopt to create an inclusive culture for diversity, highlighting 2 successful examples.

- Bernardo M. Ferdman, Alliant International University, *Host*
Kecia M. Thomas, University of Georgia, *Co-Host*
Jimmy Davis, University of Georgia, *Co-Host*
Matthew S. Harrison, University of Georgia, *Co-Host*
Barbara A. Fritzsche, University of Central Florida, *Co-Host*
LaKeesha Flowers, University of Central Florida, *Co-Host*
Charles Levi Wells, Wayne State University, *Co-Host*

Submitted by Bernardo M. Ferdman, bferdman@alliant.edu

162. Symposium: Saturday, 10:30–11:50 Majestic 7 (37th floor-H)

Standardized Job Analysis Tools: State of the Science

We review current job analysis techniques and instruments and how different approaches can be used to meet specific organizational objectives. We present validity evidence supporting the use of deductive job analyses and an innovative new Web-based approach for combining job and individual information for the identification of applicant pools.

- Jeff Foster, Hogan Assessment Systems, *Chair*
Jenna R. Fitzke, University of Tulsa, Michelle Streich, University of Tulsa, *Deductive Job Analysis Systems: A Comparative Review*
Calvin C. Hoffman, Alliant International University, *Recent Developments in JCV: Cognitive, Physical, and Personality Domains*
Jeff Foster, Hogan Assessment Systems, Michael Glen Anderson, University of Tulsa, *The Validity of Structured Job Analysis Instruments*
Jeff W. Johnson, Personnel Decisions Research Institutes, Gary W. Carter, Personnel Decisions Research Institutes, *The Development of a Prototype Tool to Identify Labor Pools*
Dwayne G. Norris, American Institutes for Research, *Discussant*

Submitted by Jeff Foster,
jfooster@hoganassessments.com

163. Symposium: Saturday, 10:30–11:50 Majestic 3 (37th floor-H)

Culture-Strategy Alignment: Refreshing the Purpose of the Employee Survey

For human resources to become a stronger corporate partner, greater emphasis is needed on how organization culture can support business strategy. This session presents a research-based model showing which aspects of culture, as measured through employee surveys, are critical to achieving specific strategic priorities. Two business applications are discussed.

- Camille Gallivan Nelson, ISR, *Chair*
Patrick Kulesa, ISR, *Aligning Organization Culture With Company Strategic Priorities: A Proposed Model*
Caroline Hanover, HGS, Susan McKay, HGS, *Aligning Work Culture With Changing Organizational Goals at HGS*
Adam Zuckerman, ISR, *Aligning Culture and Strategy: A Case Study From a High-Technology Company*
Dan Rubin, ISR, *Discussant*

Submitted by Kelly R. Harkcom,
kelly.harkcom@isrinsight.com

**164. Interactive Posters: Saturday,
10:30–11:20
Majestic 8 (37th floor-H)**

Mentoring

Deborah K. Ford, CPS Human Resource Services,
Facilitator

**164-1. Mentoring, Organizational Commitment,
and Organizational Sense of Community**

This study tests the effects of high-quality mentoring on organizational sense of community and organizational commitment. As expected, mentor's psychosocial support increased protégé's sense of community. However, career support had no effect. Contrary to expectations, neither psychosocial support nor career support had any effect on organizational commitment.

Anita Blanchard, University of North Carolina-Charlotte
Annie M. Rosso, University of North Carolina-Charlotte
Submitted by Anita Blanchard, ALBlanch@email.uncc.edu

**164-2. Racial and Gender Differences in
Mentoring: A Meta-Analysis**

We examined the effects of gender and race on experience as a protégé or mentor, career-related mentoring, and psychosocial mentoring from both the protégés' and mentors' perspectives. Results showed female protégés report receiving more psychosocial mentoring. Male mentors report more experience as a mentor and giving more career-related mentoring.

Andrew Michael Biga, University of South Florida
Kimberly E. O'Brien, University of South Florida
Stacey Kessler, University of South Florida
Tammy D. Allen, University of South Florida
Michael T. Brannick, University of South Florida

Submitted by Andrew Michael Biga, abiga@mail.usf.edu

**164-3. Protégé Characteristics Associated With
Volunteer Participation in Formal Mentoring**

Participants in a voluntary formal mentoring program designed for organizational newcomers scored lower on self-efficacy and self-monitoring and higher on emotional stability than did those who chose not to participate. Self-efficacy increased for these participants during the same time period in which self-efficacy dropped for those choosing not to participate.

Shannon A. Irving, University of Central Florida
Kimberly A. Smith-Jentsch, University of Central Florida
Helen Boudreaux, Mentoring and Workforce
Development Lab
Catherine Kiley, Mentoring and Workforce
Development Lab

Submitted by Shannon A. Irving, Amerilda1@aol.com

**164-4. Positive and Negative Mentoring
Experiences: Impact on Protégé Outcomes**

This study examined the impact of positive mentoring and negative mentoring on protégé outcomes. Results revealed that negative mentoring experiences, specifically those that are maliciously motivated, are more predictive of protégés' intentions to leave the mentoring relationship and stress than positive mentoring. Implications for practice and research are discussed.

Sarah C. Evans, University of Georgia

Submitted by Sarah C. Evans, scevans@uga.edu

**165. Community of Interest: Saturday,
10:30–11:20
Live Oak (2nd floor-H)**

Issues in Multilevel Research

Robert E. Ployhart, University of South Carolina,
Facilitator

**166. Poster Session: Saturday,
10:30–11:20
Lone Star A-B (2nd floor-CC)**

Work Groups & Career Management

**166-1. Understanding the Existence of Groups:
Developing a Measure of Entitativity**

This paper develops a measure of entitativity—a construct recently popularized in social psychology that relates to the degree that a group is viewed as a coherent social entity. We provide single and multilevel convergent validity in the form of relationships between group cohesion, group identity, and climate strength.

Gazi Islam, IBMEC
Michael J. Zyphur, Tulane University

Submitted by Michael J. Zyphur, zyphurmj@yahoo.com

166-3. Prevalence of Proactive Acculturation Behaviors Among a Representative Random Sample

The prevalence of proactive socialization behaviors aimed at learning organizational values was assessed among a representative sample of working adults. Results show prevalence differences across behaviors in general, across occupational types, and over time; however, within-person behavioral consistency was high. Only directly asking questions of superiors impacted acculturation.

Charlie L. Reeve, University of North Carolina-Charlotte
Steven G. Rogelberg, University of North Carolina-Charlotte

Submitted by Charlie L. Reeve, clreeve@email.uncc.edu

166-4. Improving the Launch of Self-Managed Teams With a Process Intervention

We examined whether a process intervention provided to self-managed teams at project "launch" would enhance quality of performance and members' affective reaction to the experience. We found that our intervention did lead to teams paying more attention to processes. Teams that attended more to processes also had better team outcomes.

Christina E. Shalley, Georgia Institute of Technology
Wendy J. Walker, Georgia Institute of Technology
David M. Herold, Georgia Institute of Technology

Submitted by Wendy J. Walker,
wendy.walker@mgt.gatech.edu

166-5. Explicit Coordination and Declarative Commitment in Leaderless Project Team Communication

Content and time-series analyses done on asynchronous collective electronic communication reveal that high performing project teams are more effective at coordination than low performing teams. Content and sequence analysis of declarative commitments show that task-related public and voluntary commitments foster a better understanding of the project and more commitments.

Francois Chiochio, University of Montreal

Submitted by Francois Chiochio,
f.chiochio@umontreal.ca

166-6. The Effects of Multiple Emergent Leaders on Team Performance

The present study contributes to the understanding of team functioning and performance by demonstrating the positive influence of multiple emergent leaders in self-directed teams. Shared leadership impacted team performance directly and through the development of accurate, but not more similar team mental models.

Roseanne J. Foti, Virginia Tech
Heather Hayes, Virginia Tech

Submitted by Roseanne J. Foti, rfoti@vt.edu

166-7. The Role of Individual and Industry Characteristics on Employee Marketability

The relationship of corporate reputation and organizational prestige on employee marketability was investigated. Multiple perspectives of marketability were obtained from 485 employees and 176 coworkers. Results confirmed the importance of human capital variables and highlighted the role of company reputation on staying marketable and employable in today's volatile business environment.

Rachel Day, American Institutes for Research
Tammy D. Allen, University of South Florida

Submitted by Rachel Day, rday@air.org

166-8. Litigation Intentions to Lawsuits: Procedural Justice Climate as a Moderator

We examine the link between litigation intentions and litigation filing and the moderating effect of procedural justice climate. Organizational data demonstrated a positive relationship between intentions and filing as well as support for the moderating role of procedural justice climate such that when climate was high, lawsuits were low.

J. Craig Wallace, Tulane University
Bryan D. Edwards, Tulane University
Scott Mondore, United Parcel Service
Erin Page, Georgia Institute of Technology

Submitted by J. Craig Wallace, jwallace@tulane.edu

166-9. Evaluating Shared Mental Model Measurement

Despite widespread interest in shared mental models (SMM), studies comparing SMM measurement are sparse. Our flight-simulator study showed that various

approaches to eliciting mental models and assessing sharedness reflect different constructs, participants felt more negatively towards some elicitation methods over others, and skill predicted performance beyond that of SMM measures.

Sarah J. Ross, University of Western Ontario
Natalie J. Allen, University of Western Ontario
Submitted by Sarah J. Ross, sjirwin@uwo.ca

166-10. Reflexivity, Development of Shared Task Representations, and Group Decision Making

We examined effects of reflexivity on shared task representations in decision-making groups. An experiment showed that reflexivity led to better group decision making by affecting sharedness. Furthermore, reflexivity was found to have a stronger effect under conditions of diversity of representations than under conditions of homogeneity.

Wendy van Ginkel, Erasmus University Rotterdam
Daan van Knippenberg, Erasmus University Rotterdam
Submitted by Daan van Knippenberg,
dvanknippenberg@rsm.nl

166-11. A Meta-Analytic Examination of Information Sharing in Work Teams

Results of the meta-analysis of 39 independent studies (2,501 teams; $N = 9,076$) suggest teams will share more information when a correct solution is possible, when instructed to share, and when members are amicable during discussion. Information sharing was also correlated with cohesion, satisfaction with discussion, and task knowledge.

Jessica Mesmer-Magnus, University of North Carolina-Wilmington
Leslie A. DeChurch, Florida International University
Submitted by Jessica Mesmer-Magnus,
magnusj@uncw.edu

166-12. Learning From Errors: The Case of Medication Administration

The study aimed to identify learning mechanisms nursing units use to learn from errors and to test their effectiveness. Data were collected from 32 units using observations, interviews, and questionnaires. Results revealed the mechanisms employed to learn from errors and pointed at the superiority of integrated mechanisms that allow team learning and change.

Anat Drach-Zahavy, University of Haifa
Submitted by Tal Katz-Navon, katzt@idc.ac.il

166-13. Global Virtual Teams: A Review and Proposed Research Agenda

Global virtual teams (GVT) are prevalent in most transnational corporations. This review examines recent research on GVTs according to an inputs-process-emergent state-output model. The contributions of this paper are the review and integration of results, the identification of conflicting findings, and the proposal of a GVT research agenda.

Marieke Schilpzand, Georgia Institute of Technology
Submitted by Marieke Schilpzand,
maria.schilpzand@mgt.gatech.edu

166-14. Partner and Personal Information Interaction Effects on Team Member Outcomes

We examined the interaction effects of partner and personal information on team member outcomes. Interactions involving partner's effort, performance identifiability, and reward information affected individuals' goal adoption and subsequent task performance. Results highlight the complexities of influencing goal adoption and task performance using multiple types of information.

Paul R. Heintz, Wright State University
Debra Steele-Johnson, Wright State University
Charlene K. Stokes, Wright State University
Submitted by Paul R. Heintz, heintz@edisonohio.edu

166-15. Group Attachment and the Big Five Predicting Group Tightness

The relationships between 2 personality frameworks (group attachment and the Big 5) and group tightness (group cohesion and norms) were investigated. Group attachment was strongly related to the criteria and provided incremental validity over the Big 5. The effects of team interdependence and level of analysis were also explored.

Marc Fogel, St. Vincent Health, Indianapolis
John T. Hazer, Indiana University-Purdue University
Indiana
Submitted by Marc Fogel, mhfogel@stvincent.org

166-16. The Impact of Personality and Value Diversity on Team Performance

We examined the impact of team diversity on team processes and performance. Diversity in terms of personality affected task performance and cohesion, whereas diversity in terms of values related to perceptions of conflict and team self-efficacy. Enhanced team processes and performance was generally associated with less variability among teammates.

Taylor L. Poling, University of Tennessee
David J. Woehr, University of Tennessee
Luis M. Arciniega, Instituto Tecnológico Autónomo de México
C. Allen Gorman, University of Tennessee
Submitted by Taylor L. Poling, tpoling@utk.edu

166-17. Effects of Self-Esteem and Group Forming on Work Group Performance

The performance of small decision-making groups was significantly influenced by the relative strength of self-esteem of their best versus their worst performing member. A forming exercise prior to group activity interacted with the self-esteem difference to limit the poor performance of groups with poor performing, high self-esteem members.

Jessica Marsh, Western Oregon University
David A. Foster, Western Oregon University
Submitted by Jessica Marsh, Jmarsh15@hotmail.com

166-18. On-Boarding Employees: A Model Examining Manager Behavior, Socialization, and Commitment

This study tests a model proposing that individualized manager behavior (providing a department orientation subsequent to the organizational orientation) influences employee socialization, which in turn influences commitment. It appears that the additional department orientation by the manager serves an important role in increasing employee socialization and, ultimately, commitment.

Courtney L. Holladay, University of Texas, M. D. Anderson Cancer Center
Stefanie K. Halverson, University of Wisconsin-Madison
Terrance Michael Donnelly, M. D. Anderson Cancer Center
Steven Murray, University of Texas, M. D. Anderson Cancer Center
Submitted by Courtney L. Holladay, CLHolladay@mdanderson.org

166-19. Collective Efficacy Formation: A Field Study in China

We investigated how collective efficacy is formed. Results point to the mediating role of interpersonal group trust in the relationships between the 4 main antecedents of collective efficacy (i.e., past performance, vicarious learning, social persuasion, and group affect) and collective efficacy. We conclude with implications for future research.

Dongseop Lee, University of Tulsa
Alex Stajkovic, University of Wisconsin-Madison
Submitted by Dongseop Lee, dongseop-lee@utulsa.edu

166-20. Effects of Emotional Stability and Feedback on Work Group Performance

The objective performance of small decision-making groups was significantly influenced by performance feedback. The impact of feedback on group performance, however, was moderated by the group's level of emotional stability. Groups low in emotional stability made poorer decisions after receiving performance feedback compared to groups high in emotional stability.

Sarah Adelhart, Pacific University
David A. Foster, Western Oregon University
Vic Savicki, Western Oregon University
Rachel Daniels, Portland State University
Jamie Fetter, Western Oregon University
Kat Hughes, Western Oregon University
Jessica Marsh, Western Oregon University
Submitted by David A. Foster, fosterd@wou.edu

166-21. Who Is Your Ideal Mentor?

We coded open-ended statements concerning what individuals envision as qualities in an ideal mentor and looked at differences depending on ethnicity and gender. We discuss the importance of investigating the specific expectations people have regarding the physical image of their mentors and how question wording can impact stated demographic preferences.

Lisa Finkelstein, Northern Illinois University
Andrea Zimmerman, Northern Illinois University
Irene Kostiva, University of Louisville
Kristina Matarazzo, Northern Illinois University
Submitted by Lisa Finkelstein, lisaf@niu.edu

166-22. Multiple-Perspective Taking in Team-Member Exchange in a Virtual Environment

Ninety-nine teams participated in a 16-week long virtual team simulation as part of a required business core course. Team-level multiple-perspective taking was related to team-member exchange (TMX). TMX was related to peer performance evaluations, satisfaction with the virtual experience, and likelihood of recommending the experience to others.

Rudolph J. Sanchez, California State University-Fresno
 Julie B. Olson-Buchanan, California State University-Fresno
 James M. Schmidtke, California State University-Fresno
 Paula L. Rechner, Texas State University-San Marcos
 Submitted by Rudolph J. Sanchez,
 rjsanchez@csufresno.edu

166-23. The Effects of Feedback and Leadership on Virtual Team Performance

The current study examined the effects of leadership and peer evaluations on virtual team performance. Although there were no leadership effects on performance, there was a positive relationship between peer evaluations and performance. Also, our results further suggest that peer evaluations did reflect contributions made to the team.

James M. Schmidtke, California State University-Fresno
 Paula L. Rechner, Texas State University-San Marcos
 Julie B. Olson-Buchanan, California State University-Fresno
 Rudolph J. Sanchez, California State University-Fresno
 Submitted by Julie B. Olson-Buchanan,
 julie_olson@csufresno.edu

166-24. Composition of Teams and Computer-Based Tasks: Effects of Gender

Gender as a team composition variable has received sparse attention (Stephenson, 1994). We elucidate the complicated nature of gender composition as an influence on computer-based task performance. Results indicated that the assumption of the superior performance of matched gender teams is likely attributable to the matching of male/male teams only.

Charlene K. Stokes, Wright State University
 Debra Steele-Johnson, Wright State University
 Anupama Narayan, Wright State University
 Paul R. Heintz, Wright State University
 Submitted by Charlene K. Stokes, stokes.10@wright.edu

166-25. Virtual Teams: The Application of Critical Thinking Interventions

To evaluate the impact of critical thinking training on virtual teams, 67 teams were randomly assigned to conditions, crossing training type (critical thinking or control) and critical thinking probes (none, during planning stage, during task). Results indicate that team-level (probes) and individual-level (intelligence) factors influenced performance on a computer-mediated task.

Rebecca H. Klein, University of South Florida
 Ashley A. Gray, University of South Florida
 Matthew S. Prewett, University of South Florida
 Timothy J. Willis, University of South Florida
 Frederick R. B. Stilson, University of South Florida
 Jared Freeman, Aptima Inc.
 Kathleen P. Hess, Aptima, Inc.
 Michael D. Coovert, University of South Florida
 Submitted by Rebecca H. Klein, rhklein@mail.usf.edu

166-26. Simulation Training Evaluation for NASA's Mission Management Team

This research evaluates 2 distinct simulation-based training events at the National Aeronautics and Space Administration. Changes in mission management team members' competency-specific team efficacy beliefs were assessed via self-report. Moreover, observers rated team performance in critical competency areas during the simulations. Results suggest positive changes in team members' affective states.

Cameron Klein, University of Central Florida
 Kevin C. Stagl, University of Central Florida
 Eduardo Salas, University of Central Florida
 Chris P. Parker, Northern Illinois University
 Donald F. Van Eynde, Trinity University
 Submitted by Cameron Klein, cameronklein@hotmail.com

166-27. Perceived Organizational Support and Work Group Processes

Employees form a perception concerning the degree that their organization values and cares for them (perceived organizational support or POS). This theoretical paper considers how group processes would influence employees' POS. In addition, the paper describes how the level of POS in the work group affects group processes and group performance.

Justin Aselage, University of Delaware
 Robert Eisenberger, University of Delaware
 Submitted by Justin Aselage, jaselage@udel.edu

166-28. Group Cohesion, Choice Shift, and Temporal Processes in Escalation of Commitment

Groups and individuals made repeated allocations of R&D funds in a computerized version of the A&S case. During failure, individuals and groups escalated commitment, but group escalation was related to choice shift, decision time, and group size, and not to group cohesiveness. Later, deescalation and group effects were temporally dependent.

Donald A. Hantula, Temple University
David Landman, Goldman Sachs

Submitted by Donald A. Hantula, hantula@temple.edu

166-29. Methods Used to Study Mentoring: Review and Future Research Implications

Research regarding mentoring relationships has flourished during the past 20 years. This article reviews the methodological content of 109 published mentoring articles. Findings suggest that many of the criticisms leveled against mentoring research, such as dependence on cross-sectional, single-source studies, are justified. Implications and suggestions for future research are offered.

Kimberly E. O'Brien, University of South Florida
Elizabeth M. Lentz, University of South Florida/PDRI
Tammy D. Allen, University of South Florida
Lillian T. Eby, University of Georgia

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

167. Special Event: Saturday, 11:30–12:20 Austin 2 (2nd floor-H)

Distinguished Teaching Contributions Award

I-O Teachers: Druids in the Desert, or the Invisible Man?

Arrowsmith (1967), "[U]niversities are as uncongenial to teaching as the Mojave Desert to Druid priests." In many psychology departments today that situation remains unchanged. Elsewhere, I-O doesn't even exist in the curriculum—it is the invisible aspect of psychology. How can I-O educators survive and thrive in this environment?

Boris B. Baltes, Wayne State University, *Chair*
Marcus W. Dickson, Wayne State University, *Presenter*

168. Interactive Posters: Saturday, 11:30–12:20 Majestic 8 (37th floor-H)

360° Feedback

Amy Hayes, Russell Reynolds Associates, *Facilitator*

168-1. Development of 360° Assessment for Executives

The Leadership Navigator for Executives Survey, organized into 12 competencies with 2 factors, was developed to assess performance of vice president-level employees. This study provides evidence that the assessment is reliable, that it is measuring executive performance, and that the competencies are appropriate for a wide range of executives.

Greg Robinson, 3D Group
Dale S. Rose, 3D Group

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

168-2. Applying Discrepancy Based Behavior Observation Scales to 360° Performance Appraisals

200 employees participated in a 360° performance appraisal that used actual and preferred ratings of performance. We found higher interrater agreement among the preferred ratings than actual ratings. The results suggest that one should consider including preferred ratings to increase the reliability of 360° performance appraisal instruments.

Kevin P. Richie, Memorial Health Care System
Mark S. Nagy, Xavier University
Sue R. Dyrenforth, VHA National Center for Organization Development
Joseph D. Mayer, Xavier University

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

168-3. Narrative Comments in 360° Feedback: Who Says What?

This study investigated the usefulness of qualitative comments made by raters in a 360° feedback process. Results indicated that comment usefulness differed by source, with peers providing the least clear feedback. In addition, usefulness differed by competency area. Practical implications and future research directions are discussed.

Treana L. Gillespie, California State University-Fullerton
Dale S. Rose, 3D Group
Greg Robinson, 3D Group

Submitted by Treana L. Gillespie, tgillespie@fullerton.edu

168-4. Building a Better Difference Score in Developmental Multirater Feedback Processes

Kluger and DeNisi found that feedback interventions sometimes lead to decreased performance (1996). We suggest that the positive influence of feedback has been underestimated and found that shading raters' Time 1 ratings on Time 2 surveys produced a more precise measure of change. Implications for scientists and practitioners are discussed.

Steven M. Rumery, Leadership Research Institute
Cathleen A. Swody, University of Connecticut
Vipanchi Mishra, University of Hartford
Doug Trainor, Pfizer Inc

Submitted by Cathleen A. Swody,
cathleen.swody@uconn.edu

**169. Community of Interest: Saturday,
11:30–12:20
Live Oak (2nd floor-H)**

**New OFCCP Rules on
Internet Job Applicants**

Doug Reynolds, Development Dimensions
International, *Facilitator*

**170. Poster Session: Saturday,
11:30–12:20
Lone Star A-B (2nd floor-CC)**

Personality & Emotions

170-1. The Role of Emotional Intelligence in Integrity and Ethics Perceptions

We surveyed 198 undergraduate students about their tendency to engage in unethical behaviors and their perceptions others engaged in such behaviors. Results suggest emotional intelligence predicts self-ethics and other-ethics perceptions. EI explained significant incremental variance in other-ethics perceptions, over that explained by self-ethics. Implications for research and practice are discussed.

Jessica Mesmer-Magnus, University of North Carolina-
Wilmington
Chockalingam Viswesvaran, Florida International
University
Satish Deshpande, Western Michigan University
Jacob Joseph, University of Alaska-Fairbanks

Submitted by Jessica Mesmer-Magnus,
magnusj@uncw.edu

170-2. The Effects of Biodata on the Prediction of Domain Knowledge

This study examined the relationship between biodata and domain knowledge. It was hypothesized that biodata would be positively correlated with domain knowledge, providing incremental predictive validity over trait measures for domain knowledge. Results showed that biodata had significant predictive validity for domain knowledge.

Stacey D. Wolman, Georgia Institute of Technology
Phillip L. Ackerman, Georgia Institute of Technology

Submitted by Stacey D. Wolman,
stacey.wolman@psych.gatech.edu

170-3. The Workplace Arrogance Scale: Development and Validation of a Measure

Despite anecdotal evidence of arrogance being an important workplace construct, there has been no attempt to systematically study it. This study documents the development and construct validation of the Workplace Arrogance Scale (WAS). Results indicated that the unidimensional 25-item measure was reliable and displayed convergent and discriminant validity as expected.

Aarti Shyamsunder, University of Akron
Stanley B. Silverman, University of Akron

Submitted by Aarti Shyamsunder, as31@uakron.edu

170-4. Examining Measurement Invariance of the Chinese Version NEO-PI-R Conscientiousness Scale

Based upon Hofstede's cultural dimensions, the current study hypothesized the items on the NEO-PI-R Conscientiousness scale that may function differently across 2 national samples (American and Chinese). Most of the predictions were confirmed. Although a substantial proportion of items exhibited DIF, the entire conscientiousness scale functioned quite fairly across samples.

Guangrong Dai, Central Michigan University
Kyunghee Han, Central Michigan University
Huiqin Hu, Data Recognition Corporation
Stephen M. Colarelli, Central Michigan University

Submitted by Guangrong Dai, dai1g@cmich.edu

170-5. Beyond "Big Five": A Taiwanese Workplace Personality Study

This study examined an indigenous Interpersonal Relatedness construct beyond the 5-factor model of personality in the workplace setting. The results indicated that a 6-factor model was superior in explaining personality traits in the Taiwanese sample. The Interpersonal Relatedness construct was independent of the work-specific constructs from the universal Big 5.

Chia-Lin Ho, University of Tulsa
Jennifer Welbourne, University of North Carolina-Charlotte
Pierce J. Howard, Center for Applied Cognitive Studies

Submitted by Chia-Lin Ho, chia-lin-ho@utulsa.edu

170-6. Personality Profiles of North American Professional Football Players

This study used a sample of 812 North American professional football players who completed the CPI 260™ assessment. Average profiles for selected groups of players were evaluated. Logistic regression and discriminant function analyses were used to examine personality differences among groups of players, including several positions and offense versus defense.

Nancy Schaubhut, CPP, Inc.
David A. Donnay, CPP, Inc.
Richard C. Thompson, Consulting Psychologists Press
Submitted by Nancy Schaubhut, nas@cpp.com

170-7. On the Possibility of Using Configural Scoring to Enhance Prediction

Multiple calls for the exploration of configural scoring methods in personnel selection have been made in recent years. The present study used data collected in Sackett, Wiemann, Berry, & Laczo (2004) and applied 3 configural approaches to the Big 5 personality factors for predicting 2 facets of job performance.

Shonna D. Waters, University of Minnesota
Paul R. Sackett, University of Minnesota

Submitted by Shonna D. Waters, wate0120@umn.edu

170-8. Testing Gender and Ethnic Factor Structure Equivalence of the IPIP

We tested the factor structure of the 50-item international personality item pool 5-factor model measure using a sample of 1,001 participants. The model fit was generally good, although slightly lower for 2 ethnic minority

groups, and the factor structure was largely invariant across gender and ethnic groups.

Karen Holcombe Ehrhart, San Diego State University
Scott C. Roesch, San Diego State University
Mark G. Ehrhart, San Diego State University
Britta Kilian, University of Mannheim

Submitted by Karen Holcombe Ehrhart,
kehrhart@sunstroke.sdsu.edu

170-9. Comparisons at Work: The Role of Culture, Context, and Gender

The present study examined the role of social comparison among workers from private and public organizations in 2 cultures. Results showed evidence for differences at self-enhancement and self-improvement motives of comparisons at work.

Carmen Carmona Rodriguez, University of Groningen
Abraham P. Buunk, University of Groningen
Jose M. Peiro, University of Valencia
Arie Dijkstra, University of Groningen

Submitted by Carmen Carmona Rodriguez,
c.carmona@rug.nl

170-10. Dispositional Approach to Customer Satisfaction and Behavior: An Interdisciplinary Perspective

Marketing researchers and I-O psychologists alike have shown interest in the study of customer satisfaction. Borrowing from ideas found in the job attitude literature, the dispositional components of customer satisfaction were examined. Data collected from 160 customers suggests that positive affectivity but not negative affectivity is related to customer satisfaction.

Gary N. Burns, Central Michigan University
Nathan A. Bowling, Wright State University

Submitted by Gary N. Burns, burns1gn@cmich.edu

170-11. The Use of Interactions Between Personality Variables to Predict Performance

We examined the use of interactions for predicting job performance. We identified 2 variable pairs that have been found to interact in previous research (Conscientiousness/Agreeableness and Extraversion/Openness). Analyses on 3 independent samples ($N > 80$) supported the use of the first variable pair, Conscientiousness/Agreeableness, for predicting job performance.

Jeff Foster, Hogan Assessment Systems
Therese H. Macan, University of Missouri-St Louis

Submitted by Jeff Foster,
jfoster@hoganassessments.com

170-12. Identifying the Underpinnings of Addiction: A Measure of Addiction Proneness

This study describes the development and initial validation of an indirect measure of cognitive biases associated with addiction. Data were collected and analyzed on 628 participants from 2 distinct populations (known addicts vs. a random sample). Results indicated that addictive behavior is supported by a unique set of cognitive biases.

Jennifer L. Bowler, University of Tennessee, Knoxville
Lawrence R. James, Georgia Tech

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

170-13. Consistency in Personality Assessment Across Selection and Development Contexts

Two studies ($N = 708$ and 76) examined the change and consistency of personality scores for individuals assessed twice. Each assessment occurred in a context providing high motivation to fake (selection) or no motivation to fake (development). Differences in context produced no differences in change or consistency suggestive of faking.

Brian Connelly, University of Minnesota
Jill E. Ellingson, Ohio State University
Paul R. Sackett, University of Minnesota

Submitted by Brian Connelly, conne122@umn.edu

170-14. Goal Orientation and Responses to Negative and Descriptive Feedback

Goal orientation and responses toward feedback were examined. 70 participants received negative feedback regarding task performance; half also received descriptive feedback. Descriptive feedback significantly improved performance. Learning goal orientation was positively related to performance, and an interaction was found between feedback use and performance—improve goal orientation in predicting performance.

Jaime B. Henning, Texas A&M University
Pedro Ignacio Leiva, Texas A&M University
Carol F. Shoptaugh, Missouri State University
Thomas D. Kane, Missouri State University

Submitted by Jaime B. Henning, jhenning@tamu.edu

170-15. Influence of Trainer Affect and Emotional Contagion on Training Outcomes

A model of training effectiveness with individual and training characteristics is proposed and tested. We found that trainer positive affect led to more positive reactions toward the trainer and training and greater levels of positive affect in trainees. In turn, trainees' affect influenced their reactions and performance.

Stefanie K. Halverson, University of Wisconsin-Madison
Courtney L. Holladay, University of Texas, M. D.

Anderson Cancer Center
Miguel A. Quinones, University of Arizona

Submitted by Stefanie K. Halverson,
shalverson@bus.wisc.edu

170-16. Within-Person Inconsistency of Personality Scores Between Applicant and Volunteer Situations

This study investigated the within-person consistency of personality ratings between "applicant" and "volunteer" situations. Results showed good consistency within the same situation but more inconsistency when a person completed it as an applicant and later as a volunteer. These results raise important construct validity questions about applicant self-ratings of personality.

Mark Alan Smith, American Institutes for Research
Jonathan M. Canger, Verizon Wireless

Submitted by Mark Alan Smith, msmith@air.org

170-17. Entrepreneurial Attributes During the Life Stages of Enterprise and Entrepreneur

Investigating the relationship between entrepreneurial attributes and entrepreneurs' and enterprises' life stages ($N = 276$) revealed that most attributes remain constant across the enterprises' life stages but become less characteristic across the life stages of entrepreneurs. The latter disconfirms the maturity model of personality development but concords with organizational choice models.

Marise Ph. Born, Erasmus University-Rotterdam
Sharda S. Nandram, Nyenrode University

Submitted by Marise Ph. Born, born@fsw.eur.nl

170-18. Genetic Influences on Core Self-Evaluations Using a Female Twins' Sample

This study investigates the genetic influence on core self-evaluations with a sample of identical and fraternal female twins. Modeling procedures were used to estimate genetic influences showing that 35% of the variance in core self-evaluations can be accounted for by genetic factors, with the remaining 65% attributable to environmental factors.

Jing Zhu, University of Minnesota
Richard D. Arvey, University of Minnesota

Submitted by Jing Zhu, jzhu1@csom.umn.edu

170-19. Core of Fair and Stable Leadership Personality Constellation: Emotional Stability

Substantial evidence has accumulated demonstrating the associations between leadership and the personality traits of Emotional Stability, Extraversion, and Conscientiousness. These traits comprise a compound trait, fair and stable leadership, whose relationship to emotional stability is examined meta-analytically ($k = 25$, $N = 6,557$) to better understand its construct underpinnings.

Adib Birkland, University of Minnesota
Deniz S. Ones, University of Minnesota

Submitted by Adib Birkland, abirkland@csom.umn.edu

170-20. Influence of Volitional Arrangements and Personality on Attitudes and Performance

This research examines the independent and interactive effects of personality and work arrangements on job attitudes and performance. Responses of 625 women in the construction industry and their supervisors suggest that the positive effects of Conscientiousness and Openness to Experience depend on whether employees are in their preferred work arrangement.

Eden B. King, Rice University
Margaret E. Beier, Rice University
Sharon E. Matusik, Rice University
Jennifer M. George, Rice University
Michelle (Mikki) Hebl, Rice University

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

170-21. Faking Personality Tests in Selection Settings: Tailoring Responses to Jobs?

In the present study, the view is challenged that faking is a 1-dimensional construct. Subjects were instructed to fake for 2 widely differing jobs. It was shown that faking generalized for Neuroticism and Conscientiousness but depended on the characteristics of the job for Extroversion and Openness to Experience.

Matthias Unterhuber, University of Salzburg

Submitted by Matthias Unterhuber,
Matthias.Unterhuber@sbg.ac.at

170-22. "What is Beautiful is Good"...Most of the Time

We conducted 2 studies that investigated the effects of physical attractiveness on employment decisions. Results of Study 1 showed that applicants' attractiveness and qualifications interacted to influence ratings of overall performance. Study 2 showed that rater self-monitoring, applicant qualifications, and attractiveness interacted to influence ratings of applicants' career progress.

Jason D. Goodchild, University of Iowa
Michael K. Mount, University of Iowa
Laura Parks, University of Iowa

Submitted by Laura Parks, laura-parks@uiowa.edu

170-23. Emotional Labor: The Effect of Individual Characteristics on Consequences

This study examined the impact of individual characteristics on the consequences of emotional labor. Healthcare workers were surveyed to determine the effect of self-monitoring, role internalization, and faking in good faith/bad faith on emotional exhaustion and job satisfaction. Results supported an integrative model that helps resolve discrepancies in previous research.

Laila Beaven, Eidetik, Inc.
Patrick M. McCarthy, Middle Tennessee State University
Michael B. Hein, Middle Tennessee State University

Submitted by Laila Beaven, lbeaven@eidetikinc.net

170-24. Exploring the Dispositional Source of Risk Preference

The current study examined relationships between personality and preferences for risk. Contrary to the assumption that preferences are subject only to situational contingencies, we asserted that the risk assessments may have a dispositional source. Results suggest that risk preferences are consistent across context and are strongly associated with individual differences.

Ronald F. Piccolo, University of Central Florida
Beth Livingston, University of Florida
Pauline Schilpzand, University of Florida
Timothy A. Judge, University of Florida

Submitted by Ronald F. Piccolo, rpiccolo@bus.ucf.edu

170-25. Taxometric Investigation of the Latent Structure of Personality

This study investigated the latent structure of Extraversion Introversion (EI) personality. Meehl's taxometric techniques such as MAXCOV reveal that the structure of personality is best explained along a continuum rather than as discrete types. Additional correlational analyses yielded stronger predictive relationships with a dimensional measure of personality. Implications are discussed.

Carrie L. Kersell, County of San Diego

Submitted by Carrie L. Kersell,
carrie.kersell@safeway.com

170-26. Five-Factor Model of Personality and Job Satisfaction: Results from Singapore

With Asian study participants, this research replicates Judge et al's (2002) meta-analytic findings that the Big 5 traits Extroversion, Neuroticism, and Conscientiousness are related to job satisfaction. In addition, this study informs that in Asian collectivistic societies Agreeableness might play a more prominent role in affecting job satisfaction than in the West.

Klaus J. Templer, Nanyang Technological University

Submitted by Klaus J. Templer, akjtempler@ntu.edu.sg

170-27. Locus of Control and Work, Career, and Personal Outcomes

This study meta-analyzed the relationships between locus of control and work, career, and personal outcomes. Variables were categorized according to 3 theoretical perspectives: locus of control as well-being, as motivation, and as behavioral orientation. Hypotheses reflecting these 3 perspectives were proposed. We found support for these hypotheses in a meta-analysis.

Thomas Ng, University of Georgia
Kelly Sorensen, University of Georgia
Lillian T. Eby, University of Georgia

Submitted by Thomas Ng, twhng@uga.edu

170-28. The Effects of Personality on Individuals' Earnings

Personality was shown to predict earnings measured 6 years apart. The mechanism was explored through the mediating effect of individuals' leadership role occupancy. Results indicated partial mediation, and those high in the personality trait of social potency had higher earnings than those low, even when they occupied similar leadership positions.

Zhen Zhang, University of Minnesota
Richard D. Arvey, University of Minnesota

Submitted by Zhen Zhang, zzhang@csom.umn.edu