

1. Special Events: 8:00 AM–10:00 AM**Continental 1 to 6****Plenary Session**

Gary P. Latham, University of Toronto, *Chair*
Lois E. Tetrick, George Mason University, *Presenter*

2. Symposium/Forum: 10:30 AM–11:50 AM**Continental 7****Statistical/Methodological Myths and Urban Legends III: The Saga Continues**

A number of research methodology truisms, referred to here as “statistical and methodological myths and urban legends,” have evolved over time. The papers included in this symposium examine 4 of these as to their partial veracity, accompanying mythology, and current status as mere lore versus sound research dictum.

Charles E. Lance, University of Georgia, *Chair*
Michael J. Zickar, Bowling Green State University, Alison A. Broadfoot, Bowling Green State University, *The Partial Revival of a Dead Horse? CTT Versus IRT*
Ronald S. Landis, University of Memphis, Bryan D. Edwards, Auburn University, José M. Cortina, George Mason University, *On Allowing Correlated Residuals in Structural Equation Models*
Scott Highhouse, Bowling Green State University, Jennifer Z. Gillespie, Bowling Green State University, *Why Samples Give the Illusion of Generalizability*
David Chan, Singapore Management University, *Truths and Myths in the Problem of Self-Report Data*
Robert J. Vandenberg, University of Georgia, *Discussant*

Submitted by Charles Lance, clance@uga.edu

3. Symposium/Forum: 10:30 AM–11:50 AM**Continental 8****Cross-Cultural Competence: Can We Define, Measure, and Develop It?**

In today’s global society, people must increasingly interact with individuals and groups whose cultural context differs from their own. This symposium begins with a model of cross-cultural competence. Subsequent presentations focus on measuring and training aspects of cross-cultural competence, including emotional regulation, cross-cultural perspective taking, and nonverbal communication.

Cheryl J. Paullin, HumRRO, *Chair*
Lee Ann D. Wadsworth, Job Performance Systems, Inc., *Chair*
Lisa Gulick, George Mason University, Allison Abbe, U.S. Army Research Institute, Jeffrey L. Herman, George Mason University, *Developing Cross-Cultural Competence: A Conceptual and Empirical Foundation*
David Matsumoto, San Francisco State University, *Psychological Skills Necessary for Effective Adaptation in a Multicultural Environment*
Douglas B. Rosenthal, Job Performance Systems, Inc., Dharm P. S. Bhawuk, University of Hawaii-Manoa, Cheryl J. Paullin, HumRRO, Lee Ann D. Wadsworth, Job Performance Systems, Inc., Amy Hooper, HumRRO,



Indicates Thursday Theme Track Session.

Development of Cross-Cultural Perspective Taking Skills

Douglas B. Rosenthal, Job Performance Systems, Inc., Teresa L. Russell, HumRRO, Hillary Anger Elfenbein, University of California-Berkeley, Lee Ann D. Wadsworth, Job Performance Systems, Inc., Jeffrey Sanchez-Burks, University of Michigan, Amy Hooper, HumRRO, Julisara Mathew, HumRRO, *Training Soldiers to Decode Nonverbal Cues in Cross-Cultural Interactions*
Hillary Anger Elfenbein, University of California-Berkeley, *Discussant*

Submitted by Cheryl Paullin, cpaulin@humro.org

4. Symposium/Forum: 10:30 AM–11:50 AM**Continental 9****Evidence of Validity and Best Practices for Utilizing Unproctored Assessments**

Using unproctored assessments to screen applicants is an attractive solution to meet the demands of increasing applicant volumes and the need to streamline selection processes. Experts from 4 organizations will share validity evidence and best practices for ensuring the use of these tools provides the expected benefits.

Jennifer R. Burnett, Bank of America, *Chair*
Laura T. Davis, Wachovia, Robert E. Ployhart, University of South Carolina, *Validity of Unproctored Assessments for Wachovia’s High-Volume Jobs*
Rick Hense, Bank of America, John H. Golden, Bank of America, Andy Solomonson, PreVisor, Pamela Congemi, PreVisor, Eric C. Popp, PreVisor, *Validation of Unproctored Assessment for Call Center Representatives*
John A. Weiner, Psychological Services, Inc., John D. Morrison, Psychological Services, Inc., *Unproctored Online Testing: Environmental Conditions and Validity*
Kelly A. Kaminski, Starwood Hotels & Resorts, Monica A. Hemingway, Starwood Hotels & Resorts, *Comparing Validity of Proctored and Unproctored Test Versions*
Fritz Drasgow, University of Illinois at Urbana-Champaign, *Discussant*

Submitted by Jennifer Burnett,
jennifer.r.burnett@bankofamerica.com

5. Interactive Posters: 10:30 AM–11:20 AM**Executive Board Room****Test Bias Really Makes Me Mad**

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

5-1 Toward Understanding Race Differences in Validity of Cognitive Ability Tests

Contrary to prevailing opinion, lower criterion-related validity of ability tests for minorities is common, though most evidence is dated. This study explored differential validity in a large ($N > 130,000$) contemporary dataset. Although uncorrected validity was slightly lower for minorities, these differences disappeared when a number of contaminating factors were controlled.

Christopher Berry, Wayne State University
Paul Sackett, University of Minnesota

Submitted by Christopher Berry, berry@wayne.edu

5-2 Ignoring the Spearman-Jensen Effect Leads to Erroneous Test Bias Conclusions

Failure to consider the Spearman-Jensen effect, that group differences in observed cognitive ability test scores are directly proportional to the degree the manifest indicator reflects g , can lead to erroneous conclusions regarding test bias defined according to the Thorndike model of fairness. This paper illustrates this phenomenon via a simulation.

Charlie Reeve, University of North Carolina Charlotte
Silvia Bonaccio, University of Ottawa

Submitted by Silvia Bonaccio, bonaccio@telfer.uottawa.ca

5-3 Reducing Adverse Impact Using a Nontraditional Cognitive Ability Assessment

This study examined the use of a nontraditional cognitive ability test with 2 objectives in mind: to reduce Black/White mean-score differences and to retain predictive validity in laboratory and field settings. Results indicate that mean differences were drastically reduced, and predictive validity was often greater than traditional cognitive ability tests.

Jennifer Ferreter, Baruch College, CUNY
Harold Goldstein, Baruch College, CUNY
Charles Scherbaum, Baruch College, CUNY
Ken Yusko, Marymount University
Henry Jun, Baruch College, City University

Submitted by Jennifer Ferreter, jmferreter@yahoo.com

5-4 A New Approach to Assessing Test Bias

A new regression-based method of assessing test bias is proposed. Two different potential causes of differences in groups' regression line intercepts are proposed. Intercept differences due to mean criterion score differences are not interpreted as predictive test bias. Using both simulated and employee data, this new approach is illustrated.

Adam Meade, North Carolina State University
Michael Fetzer, PreVisor

Submitted by Adam Meade, awmeade@ncsu.edu

6. Community of Interest: 10:30 AM–11:50 AM Franciscan A

Issues in IRT

Oleksandr Chernyshenko, University of Canterbury, *Host*
Alan D. Mead, Illinois Institute of Technology, *Host*
Stephen Stark, University of South Florida, *Host*

7. Symposium/Forum: 10:30 AM–11:50 AM Franciscan B

Empowering Leadership: Theoretical Extensions Across Levels and Cultures

Despite initial evidence for beneficial effects of empowering leadership practices to employees and teams, much remains to be learned. This symposium examines the importance of empowering leadership across multiple levels of analysis, the impact of cultural differences on empowering leadership processes, and the theoretical mechanisms through which empowering leadership operates.

Gilad Chen, University of Maryland, *Chair*

Payal Nangia Sharma, University of Maryland, Gilad Chen, University of Maryland, Debra Shapiro, University of Maryland, Jiing-Lih (Larry) Farh, Hong Kong University of Science and Technology, *What Leads Leaders to Empower? Person and Situational Antecedents*

Jennifer D. Nahrgang, Michigan State University, Matthias Spitzmuller, Michigan State University, Frederick P. Morgeson, Michigan State University, *Empowering Employees: The Impact on Job Satisfaction and Job Performance*

John E. Mathieu, University of Connecticut, Bradley Kirkman, Texas A&M University, John Cordery, University of Western Australia, Michael Kukenberger, University of Connecticut, Benson Rosen, University of North Carolina, *Leading Organizational Communities of Practice: Empower Them? It Depends...*

Dana M. McDaniel, University of California-Irvine, Cristina B. Gibson, University of California-Irvine, *When Empowered Leaders Make for Empowered Employees*

Tom Ruddy, Siemens Corporation, *Discussant*

Submitted by Gilad Chen, giladchen@rhsmith.umd.edu

8. Symposium/Forum: 10:30 AM–11:50 AM Franciscan C

Contingent Incentives...Good or Bad for Work Motivation?

Pay for performance is often recommended for motivating employees in work organizations. But self-determination theory argues that contingent rewards may be detrimental to intrinsic motivation. Three studies show the effects of contingent pay on intrinsic and extrinsic motivation and work outcomes. Three different interpretations of these results are proposed.

Marylene Gagne, Concordia University, *Chair*
Antoinette Weibel, University of Zurich, Katja Rost, University of Zurich, Margit Osterloh, University of Zurich, *Crowding-Out of Intrinsic Motivation: Opening the Black Box*

Bard Kuvaas, BI Norwegian School of Management, *Pay Level and Pay Administration, Work Motivation, and Employee Outcomes*

Marylene Gagne, Concordia University, *Relations Between Reward Contingencies, Procedural Justice, and Work Motivation*

Jason A. Colquitt, University of Florida, *Discussant*

Submitted by Marylene Gagne, mgagne@jmsb.concordia.ca

9. Special Events: 10:30 AM–11:50 AM Grand Ballroom A

Individual–Organizational Health: Keynote Session

The keynote session will address how we have failed in individual health research and what we must do to make a difference in the lives of workers. Then, 4 positive advances (positive health, leadership, mood and emotions, and interventions/prevention) that will help create a positive organizational health future will be presented.

Peter Y. Chen, Colorado State University, *Chair*
James Campbell Quick, Goolsby Leadership Academy (UTA), *Presenter*

Daniel Ganster, University of Arkansas, *Presenter*

10. Poster Session: 10:30 AM–11:20 AM**Grand Ballroom B****Organizational Justice/Leadership/Teaching I-O Psychology/Student Affiliate Issues****10-1 Instructor Effectiveness: In Search of the Technical Instructor's Performance Domain**

Previous research has examined the instructor performance domain in a school context. This study extends previous literature by investigating the technical instructor performance domain. The results provide evidence for 9 behavioral competencies for technical instruction. These competencies add an additional factor to the 3-factor model found in previous research.

Cristina Rubino, University of Houston
Alex Milam, University of Houston
Ari Malka, University of Houston
Christiane Spitzmuller, University of Houston
Kerri Swailes, University of Houston

Submitted by Alex Milam, alexcmilam@yahoo.com

10-2 University Student Development: An Investigation of Students' Improvability Beliefs

Students' perceptions of the improvability of dimensions related to academic and career success were investigated and presented. In addition, a theoretical model relating students' improvability beliefs to their perceptions of internality, academic self-efficacy, and learning-oriented attitude variables was tested. This study replicated and extended earlier findings.

Michael Potemra, Colorado State University
Matthew Walter, Bank of America
George Thornton, Colorado State University
Deborah Rupp, University of Illinois at Urbana-Champaign
Silke Holub, University of Illinois at Urbana-Champaign
Submitted by Michael Potemra, mpotemra@lamar.colostate.edu

10-3 An Exploration of Managers' Authority on Family Business Management Teams

This study focused on authority and group dynamics on family business management teams. Interviews with top managers captured qualitative and social network data from 4 family business management teams. The perceptions of family and nonfamily managers were compared using qualitative and social network analysis methods.

Brenton Burke, Rutgers University
Submitted by Brenton Burke, brentonburke@yahoo.com

10-4 Participative Management as an Indicator of Managerial Success and Derailment

From an upward mobility perspective (Turner, 1960), this study revealed that direct report ratings of participative management were statistically significantly related to boss ratings of managerial success and derailment. Though gender was hypothesized to moderate the relationship, results revealed statistically nonsignificant findings. Limitations, future research directions, and practical implications are discussed.

Brennan Cox, Auburn University
William Gentry, Center for Creative Leadership
Taylor Sparks, University of Georgia
Scott Mondore, Maersk, Inc.
Karl Kuhnert, University of Georgia
Submitted by Brennan Cox, coxbren@auburn.edu

10-5 Perceived Supervisor Loyalty and Transformational Leadership Effectiveness

This study suggests that perceived supervisor loyalty can discriminate authentic transformational leaders from others. By using 246 supervisor-subordinate dyads, the results showed that perceived supervisor loyalty moderated the relationship between transformational leadership and leadership effectiveness. It was thought that only when perceived supervisor loyalty was high, TL would have effect.

Ding-Yu Jiang, National Taiwan University
Yu-Hsuan Wang, National Chung Cheng University
Bor-Shiuan Cheng, National Taiwan University
Submitted by Ding-Yu Jiang, jian6123@ms15.hinet.net

10-6 Supervisor Support and HRM Practices: Substitutes for Senior Leadership Trust

This study was conducted to assess the ability of supervisor support and commitment-enhancing human resource management practices (i.e., perceived competitive pay and autonomy) to substitute for, OR act in place of trust in senior leadership in predicting employee attitudes.

Nicole Krause, University of Wisconsin-Oshkosh
Mahesh Subramony, University of Wisconsin-Oshkosh
Submitted by Nicole Krause, nkrause@cpp.com

10-7 Role of Followers' Self-Concept in Leadership Effects on Follower Creativity

Based on a review of theoretical and empirical literature, this paper offers a number of propositions about contrasting effects of components of transformational leadership (charisma, intellectual stimulation, and individualized consideration) on follower creativity. Followers' self-esteem and identification with a leader and an organization are proposed to moderate these effects.

Tatiana Kuzmenko, McMaster University
Submitted by Tatiana Kuzmenko, tkuzmenko@yahoo.com

10-8 Relationship of O*NET Characteristics to Leader Derailment

This study was conducted to evaluate the relationship between O*NET characteristics and leader derailment using supervisor ratings. Results suggest that positive, normal-range behaviors are highly negatively related to leader derailment characteristics across occupational samples and that the relationships vary according to the level of leadership required for the occupation.

Mark Rose, PsychCorp/Harcourt Assessment, Inc.
John Trent, Harcourt Assessment, Inc.
Submitted by Mark Rose, Mark_Rose@Harcourt.com

10-9 Subordinates' Egocentricity as a Moderator to Leader Categorization Theory

This paper shows ($N = 287$) that subordinates' self-perceptions as (potential) leaders and subordinates' social comparison orientation moderate the effects proposed in leader categorization theory. The relationship between leader categorization and subordinates' openness towards leadership was stronger the more subordinates perceived own leadership qualities and the stronger their social comparison orientation.

Niels van Quaquebeke, RespectResearchGroup
Daan van Knippenberg, Erasmus University Rotterdam

Submitted by Niels van Quaquebeke,
quaquebeke@respectresearchgroup.org

10-10 Core Self-Evaluations and Leader Emergence in the Self-Managing Teams

This research attempted to investigate the relationship between core self-evaluations and leader emergence. Data from simulated teams demonstrated that core self-evaluations could positively predict the possibility of being perceived as an emergent leader. Specially, team goal commitment and voice behaviors fully mediated the relationship between core self-evaluations and leader emergence.

Lei Wang, SUNY at Buffalo

Submitted by Lei Wang, lw36@buffalo.edu

10-11 Understanding How Contract Workers Form and Respond to Justice Perceptions

Drawing from social identity and justice theories, this paper presents propositions that help explain (a) Who do contract workers compare themselves to when making equity comparisons?; (b) What do contract workers consider when making these comparisons?; and (c) How do contract workers respond to discrepancies in justice perceptions?

William Castellano, Rutgers University
Hui Liao, Rutgers University

Submitted by William Castellano, wcastell@rci.rutgers.edu

10-12 Leader-Subordinate Chronic Self-Concept Fit and Justice Perceptions

Self-concept refers to one's method of self-definition: individual, relational, or collective. Past research has demonstrated a link between one's self-concept and justice perceptions, but does the self-concept of one's supervisor also come into play? This study found that supervisor and subordinate self-concept interact to impact subordinate justice perceptions.

Boin Chang, University of Akron
Christie Cox, University of Akron
Stephanie Shively, University of Akron

Submitted by Boin Chang, bic1@uakron.edu

10-13 Why Does Procedural Justice Influence Citizenship Behavior?

This study examined 2 competitive motives, social exchange and social identity, on the procedural justice-organizational citizenship behaviors (OCBs) relationship, using perceived organizational support and orga-

nizational identification as mediators. Results suggested that social identity motives may play a more important role in performing OCBs than suggested in previous research.

Jeewon Cho, Montclair State University
Darren Treadway, SUNY at Buffalo

Submitted by Jeewon Cho, jeewoncho@gmail.com

10-14 You, Me, or We? Identity and Unfair Treatment in Groups

This paper argues that individuals are affected most strongly by injustices they observe occurring to fellow group members when they are both members of a high-status group. In addition, the magnitude and strength of justice climate will influence whether injustice perceptions result in individual and collective affective and behavioral outcomes.

Caren Goldberg, George Washington University
Mark Clark, American University
Amy Henley, Kennesaw State University

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

10-15 Applicant Reactions Within a Promotional Context: Theory and Future Direction

By reviewing relevant theory and highlighting key empirical findings, this paper serves to promote sound research dedicated to applicant reactions within a promotional context. Propositions are provided to guide evaluations of key processes that will likely emerge in the applicant reactions promotional context but not in entry selection.

Deborah Ford, Portland State University
Donald Truxillo, Portland State University
Talya Bauer, Portland State University

Submitted by Deborah Ford, dford@pdx.edu

10-16 Understanding Performance Appraisal Litigation: Does Justice Explain Wrongful Discharge Rulings?

This study used policy-capturing methodology to test whether distributive, procedural, and interactional justice characteristics associated with performance appraisal systems explained outcomes in 145 wrongful discharge cases at the federal district court level. Distributive and procedural justice both accounted for unique variance but interactional justice did not.

Chris Foster, United States Navy
Eric Dunleavy, DCI Consulting Group
James Campion, University of Houston
Karla Stuebing, University of Houston

Submitted by Chris Foster, thomas.foster@navy.mil

10-17 Justice in Memory: Changes in Justice Perceptions Over Time

This study examines the role memory plays in shaping justice perceptions over time. Results from a longitudinal laboratory sample demonstrate that memory influences the relationship among justice facets, that positive and negative events differentially persist in memory, and that this has implications for both justice perceptions and outcomes over time.

Michael Bashshur, Universitat Pompeu Fabra
 Irina Cojuharenco, Universidade Catolica Portuguesa
 Ana Hernandez Baeza, University of Valencia
 Submitted by Ana Hernandez Baeza, Ana.Hernandez@uv.es

10-18 The Impact of Self-Esteem Threat on Interactional Justice Behavior

Few studies have addressed antecedents of unfair interpersonal treatment. Using an experimental design, the hypothesis that self-esteem threat would impact managers' displays of interpersonal justice and informational justice toward a subordinate was tested. This hypothesis was, for the most part, supported. Limitations, implications, and future research directions will be discussed.

Camilla Holmval, Saint Mary's University
 Lianne Sarson, Saint Mary's University
 Lori Francis, Saint Mary's University
 Submitted by Camilla Holmval, camilla.holmval@smu.ca

10-19 The Mediating Effects of Overall Justice: A Longitudinal Investigation

This longitudinal study examined overall justice as a mediator of the relationships among specific justice dimensions, trait affect, and several important outcomes (e.g., commitment). Results suggest employees' ($n = 213$) overall justice perceptions mediated the effects of facet justice perceptions and trait affect on most of the outcomes examined.

Crystal Harold, Indiana University-Purdue University Indianapolis
 Submitted by Brian Holtz, bholtz@purdue.edu

10-20 Earning Your Inducements: Contributions in a Psychological Contract

This study promised and delivered contributions in a psychological contract. Results testing 3 models, from justice, social exchange, and need fulfillment theories, show that satisfaction varies for deficiency, excess, and fulfillment and suggest that contributions are an important source of employee satisfaction consistent with the need fulfillment model.

Lisa Lambert, Georgia State University
 John Bingham, Brigham Young University
 Submitted by Lisa Lambert, lisalambert@gsu.edu

10-21 Curvilinear Effects of Locus of Control on Perceived Organizational Justice

Locus of control was investigated as the dispositional source of perceived organizational justice and nonlinear relationship between study variables. Results lend support that locus of control have curvilinear effects on justice perceptions. This pattern is observed longitudinally for internal and external locus of control and across all justice dimensions.

Aleksandra Luksyte, University of Houston
 Christiane Spitzmueller, Univ. of Frankfurt/Univ. of Houston
 Submitted by Aleksandra Luksyte, aluksyte@uh.edu

10-22 Perceptions of Distributive Justice: Egoistic or Egocentric?

The influence of egocentrism on judgments of distributive justice was examined. Results revealed that people tend to focus more on their own contribution than on

the contribution of others when make ratings of distributive justice. This resulted in unfavorable outcomes being rated as fair outcomes at times.

Jeremy Burrus, University of Illinois
 Krista Mattern, College Board
 Submitted by Krista Mattern, kmattern@collegeboard.org

10-23 Contextual Variable in Fairness Theory: A Policy-Capturing Approach

Drawing on fairness theory, this study examined the importance of contextual variables in predicting perceived fairness of unfavorable outcomes that result from a mistake made by others. Policy-capturing analysis revealed that target's knowledge and expertise had the strongest effects on perceived fairness and that counterfactual thinking partially mediated these effects.

Jessica Nicklin, University at Albany-SUNY
 Kevin Williams, University at Albany-SUNY
 Submitted by Jessica Nicklin, jn0702@gmail.com

10-24 Politics, Justice, and Citizenship: Does Justice Make Workers More Considerate?

SEM was used to examine the mediating effects of interactional, procedural, and distributive justice on the relationship between organizational politics and OCBs. Data from 360 employees were used. The model demonstrated good fit for the data, although not all paths were significant. Theoretical and statistical considerations and limitations are discussed.

Ashley Nixon, University of South Florida
 Erin Jackson, University of South Florida
 Russell Johnson, University of South Florida
 Chu-Hsiang Chang, University of South Florida
 Christopher Rosen, University of Akron
 Submitted by Ashley Nixon, aenixon@mail.usf.edu

10-25 Justice-Based Service Recovery for Double Deviations: An Experiment

This study manipulated interactional and distributive justice in single and double deviation service failures and measured satisfaction, loyalty, formal complaining, and negative word of mouth. Results suggested that double deviations significantly reduce satisfaction and loyalty and interactional but not distributive justice was necessary in the recovery effort.

Terri Shapiro, Hofstra University
 Steve Burke, Hofstra University
 Comila Shahani-Denning, Hofstra University
 Nicole Andreoli, Parker Jewish Institute
 Submitted by Terri Shapiro, terri.shapiro@hofstra.edu

10-26 The Relationships Between Leadership, Decision Making, and Organizational Justice

Participants read 4 vignettes and rated the portrayed managers on social and structural justice. The vignettes depicted managers using 2 decision-making approaches (comprehensive/restrictive) and 2 leadership styles (transforma-

tional/transaction). The decision making and leadership styles affected the justice ratings as predicted by theory.

Charles Tatum, National University
Richard Eberlin, RJE Consulting
Submitted by Charles Tatum, ctatum@nu.edu

10-27 Reactions to Inequity: The Role of Social Relationships at Work

Prior research suggests that equity is judged to be fairer and that there is no significant difference between advantageous and disadvantageous inequity. Research finds that considering the relationship between self- and comparison other provides different findings. Support for the mediating role of emotions in predicting fairness judgments is found.

Vijaya Venkataramani, Purdue University
Deidra Schleicher, Purdue University
Submitted by Vijaya Venkataramani, vvenkata@purdue.edu

10-28 Technology and Supplemental Readings Used in Undergraduate I-O Psychology

A survey completed by 80 instructors of undergraduate courses in I-O included open-ended responses regarding the use of technology and assignment of supplemental readings to improve the learning experience of undergraduates in this context. Results, including concerns regarding technology, are shared and discussed.

Robert Brill, Moravian College
Laura Sahlendar, Moravian College
Submitted by Robert Brill, brillr@moravian.edu

10-29 Able But Not Willing? Teamwork Aptitude and Interest Meet Head-On

In student teams, teamwork aptitude was negatively related to teamwork interest and satisfaction with groups' project success. Teamwork aptitude was unrelated to overall satisfaction at the team level. These unexpected results from an ongoing study of student teams suggest student teams should be carefully monitored and trained.

Janet Kottke, California State University-San Bernardino
Submitted by Janet Kottke, jkottke@csusb.edu

10-30 Quantitative Examination of Trends in I-O Psychology 2001–2005

New research literature analysis software was used to extract the top 250 articles cited by the I-O literature. These were categorized as industrial, organizational, industrial-organizational, methodological and statistical, or other by the judgments of 3 raters. Top-20 lists in each area were extracted, and implications are discussed.

Richard Landers, University of Minnesota
Submitted by Richard Landers, rlanders@umn.edu

10-31 Laying Down the Law: Educating Undergraduates on Employment Legal Issues

Strategies for engaging undergraduate students in the study of legal issues in employment decision making are reviewed and discussed. The review is grounded in

the literature on training transfer and retention. It is argued that educating undergraduates on these important topics is a critical part of the mission of I-O psychology.

Travis Tubre', University of Wisconsin-River Falls
Satoris Youngcourt, Kansas State University
Shawn Post-Priller, University of Wisconsin-River Falls
Submitted by Travis Tubre', travis.tubre@uwrf.edu

10-32 Teaching Psychology in the Work Context

It is important for students to see the bigger picture of psychological phenomena than what is generally presented in an introductory I-O class so they can then apply it to other situations. A method of using supplemental readings of classic studies is suggested.

Katherine Wiegand, Georgia Gwinnett College
Submitted by Katherine Wiegand, kwiegand@ggc.usg.edu

11. Symposium/Forum: 10:30 AM–11:20 AM Imperial A

Multiple Perspectives on Retaining and Engaging Employees During Organizational Transitions

How do you retain and engage needed employees to function at desired levels of performance when an organization has announced it is merging, downsizing, restructuring, closing, or going through a similar major transition? This symposium presents insights based on research and experience from empirical, conceptual, and practitioner perspectives.

Mitchell L. Marks, San Francisco State University, *Chair*
Jack W. Wiley, Kenexa Research Institute, *Effects of Mergers and Acquisitions on Employee Retention and Engagement*

Mitchell L. Marks, San Francisco State University, *Facilitating Employee Adaptation to Difficult Organizational Transitions*

Melanie Podsaidlo, RHR International, *Challenges of Coaching Executives Who Are Retention Risks in Organizations*
Kenneth De Meuse, Lominger International: A Korn/Ferry Company, *Discussant*

Submitted by Mitchell Marks, marks@sfsu.edu

12. Symposium/Forum: 10:30 AM–11:20 AM Imperial B

Moving the Culture Needle: A How-To Discussion

The role of organizational culture has become increasingly salient during the last 20–25 years. This symposium will describe both internally and externally driven strategies for reshaping organizational culture such that it contributes to achievement of business goals.

Liana Knudsen, Dell Computer, Brandy Orebaugh Agnew, Dell Inc., Mark Harris, Dell, *Dell 2.0: Organizational Transformation and Culture Change*

Kimberly S. Steffensmeier, Valero Energy Corporation, *Using Personality and Job Analysis Information to Target Developmental Changes*

Ryan Ross, Hogan Assessment Systems, Nicole R. Bourdeau, Hogan Assessment Systems, *Beyond "Fit": Using Culture to Drive Success*

Robert T. Hogan, Hogan Assessment Systems, *Discussant*
Submitted by Brandy Agnew, Brandy_Agnew@Dell.com

13. Symposium/Forum: 10:30 AM–11:50 AM**Yosemite A****Cultural Influences in Global Testing: Holistic Approach to Inference Validity**

This symposium integrates and extends recent thinking in global testing to offer a holistic perspective on the area. We recognize the complexity of culture and distinguish 4 areas of predictors (selection tests) and criteria (job performance) that culture impacts: language, conceptualization of the construct, response tendencies, and applicant reactions.

Martin Lanik, Development Dimensions International, *Chair*
Joseph A. Jones, Development Dimensions International, *Chair*
Tara Myers, CorVirtus, John Szygula, CorVirtus, D. Apryl Rogers Brodersen, CorVirtus, *Core Organizational Values: Can They Transcend Culture?*

Dave Bartram, SHL Group PLC, *Culture and Language: An Exploration of Personality Across 19 Countries*

Angela K. Pratt, Procter & Gamble, Andrew Michael Biga, Procter & Gamble, Robert E. Gibby, Procter & Gamble, Jennifer L. Irwin, Procter & Gamble, *Cultural Influences on Global Biographical Data Instruments*

Jill S. Budden, Development Dimensions International, Laurie E. Wasko, Development Dimensions International, Jeanné Makiney, Development Dimensions International, *Test Perceptions Across Cultures: Construct Equivalence and Outcomes*

Joseph A. Jones, Development Dimensions International, Martin Lanik, Development Dimensions International, *The Impact of Culture on Job Performance Measurement*

Submitted by Martin Lanik, martin.lanik@ddiworld.com

14. Symposium/Forum: 10:30 AM–11:50 AM**Yosemite B****Complex Problems, Simple Solutions: Contemporary Research in Applicant-Faking Behavior**

Previous research relied on relatively simple definitions of faking behavior. However, contemporary research has revealed that applicant faking is a complex interaction of applicant characteristics, measurement methods, cognitive biases, and situational demands. This symposium presents research that demonstrates this complexity and proposes new methods to detect and deter faking behavior.

Richard L. Griffith, Florida Institute of Technology, *Chair*
Mitchell H. Peterson, Florida Institute of Technology, *Chair*
Katherine Wolford, Bowling Green State University, Neil D. Christiansen, Central Michigan University, *Effects of Self-Coaching on Faking of Personality Tests*

Patrick D. Converse, Florida Institute of Technology, Mitchell H. Peterson, Florida Institute of Technology, Richard L. Griffith, Florida Institute of Technology, *Faking on Personality Measures: Implications for Selection Involving Multiple Predictors*

Richard L. Griffith, Florida Institute of Technology, Mitchell H. Peterson, Florida Institute of Technology, Amanda L. Evans, CraftSystems, Douglas Waldo, CraftSystems, Joshua Quist, Florida Institute of Technology, Ashley Benda, Florida Institute of Technology, *Faking the Personality Profile: Easier Said Than Done*

Nathan R. Kuncel, University of Minnesota, Tom Kiger, University of Minnesota, Matthew J. Borneman, University of Minnesota, Brian S. Connelly, University of

Minnesota, *Faking Detection Using Two Examinations of Idiosyncratic Response Patterns*

Chet Robie, Wilfrid Laurier University, *Discussant*

Submitted by Mitchell Peterson, mpeterso@fit.edu

15. Symposium/Forum: 10:30 AM–11:50 AM**Yosemite C****Exploring Linkages Between Diversity and Work–Family Research**

Research discussed in this session demonstrates that our understanding of the work–family interface is enhanced by taking diversity into account. In addition, workplace inclusiveness with regard to diversity is linked to positive work–family outcomes, such as work–family enrichment and positive spillover. Gender and ethnic diversity are highlighted.

Debra A. Major, Old Dominion University, *Chair*
Rebekah A. Cardenas, Self-employed, Debra A. Major, Old Dominion University, *An Inclusive Environment's Impact on the Work–Family Interface*

Eden B. King, George Mason University, Whitney E. Botsford, George Mason University, Ann H. Huffman, Northern Arizona University, Michelle (Mikki) Hebl, Rice University, *Work, Family, and Organizational Advancement*

Emily David, University of Houston, L. A. Witt, University of Houston, Derek R. Avery, University of Houston, Dawn S. Carlson, Baylor University, *Peer Influences on Family-to-Work Enrichment*

Teresa J. Rothausen-Vange, University of St. Thomas, *Causes of Turnover Related to Diversity and Family Demands*

Submitted by Debra Major, dmajor@odu.edu

16. Roundtable Discussion/Conversation Hour:**11:00 AM–12:20 PM****Continental 1****TIP-TOPics for Students Presents: Sticky Situations in Graduate School**

This session focuses on ethical dilemmas encountered during graduate school. The goal of this student-led discussion is to encourage candid discussion of difficult ethical issues. Participants are encouraged to anonymously contribute their own ethical dilemmas/questions to the discussion. Conversation topics will include relationships, research, competence, and reporting violations.

Amy DuVernet, North Carolina State University, *Host*
Reanna M. Poncheri, North Carolina State/Surface, Ward, & Assoc., *Host*

Clara E. Hess, North Carolina State University, *Host*
Jennifer T. Lindberg, North Carolina State University, *Host*
Jane A. Vignovic, North Carolina State University, *Host*
Tara S. Behrend, North Carolina State University, *Host*

Submitted by Amy DuVernet, amyduv@gmail.com

17. Panel Discussion: 11:00 AM–12:20 PM**Continental 2****Coaching Women Leaders: Evolutions in Audience, Issues, and Approaches**

A diverse panel of experienced coaches draws upon experience to discuss issues associated with coaching women leaders. The session is expected to increase

understanding of the coaching needs of women leaders, the organizational initiatives that support women's leadership, and stimulate insights and dialogue that will enhance practice and research.

Carol W. Timmreck, The Timmreck Group, *Chair*
 David B. Peterson, Personnel Decisions International, *Panelist*
 Doug Riddle, Center for Creative Leadership, *Panelist*
 Anna Marie Valerio, Executive Leadership Strategies, *Panelist*
 Randall P. White, Executive Development Group, *Panelist*
 Submitted by Carol Timmreck, caroltimmreck@comcast.net

18. Panel Discussion: 11:00 AM–11:50 AM Continental 3

Helping Organizations Who Help Others: Making a Difference With I-O

Adult volunteerism is on the upswing, yet it is not clear whether nonprofit organizations are fully benefiting from the professional skills of volunteers. I-O psychologists offer unique and valuable skills for improving nonprofit functioning. Panelists will discuss their experiences applying I-O psychology to improve nonprofit practices.

Laura L. Koppes, University of West Florida, *Chair*
 Julie B. Olson-Buchanan, California State University-Fresno, *Panelist*

Rick R. Jacobs, Pennsylvania State University, *Panelist*
 Steven G. Rogelberg, University of North Carolina Charlotte, *Panelist*

Adam C. Bandelli, University of South Florida, *Panelist*
 James Schmidtke, California State University, Fresno, *Panelist*
 Submitted by Julie Olson-Buchanan, julie_olson@csufresno.edu

19. Symposium/Forum: 11:00 AM–12:20 PM Continental 4

Leadership Development Along the Pipeline: Design, Development, and Integration

Leadership development may seem a standard solution to a standard problem: Developing great leaders at all levels that can engage employees. In this forum, perspectives from 4 industries will present unique and common approaches to leadership development and offer recommendations for practitioners.

MaryBeth Mongillo, Dell Inc., *Chair*
 Sarah Bodner, American Electric Power, *Targeted Development at American Electric Power*

Suzanne Farmer, Catalyst International, Ann E. Ortiz, Catalyst International, *Building a Successful Long-Term Executive Development Program*

Jennifer Hutcheson, Dell, Inc., *Building Front-Line Leadership Capability at Dell Inc.*

MaryBeth Mongillo, Dell Inc., *Dell's Leadership Development Process*

Submitted by MaryBeth Mongillo, MaryBeth_Mongillo@Dell.com

20. Symposium/Forum: 11:00 AM–12:20 PM Continental 5

Measuring Emotional Intelligence: How and Why?

Industrial psychologists review several considerations in assessing the popular but controversial concept of emo-

tional intelligence (EI). Presentations address both ability-based and self-report EI measures, scoring procedures, discriminant validity, applicant reactions, faking, and the future of EI research.

Dana Rhodes, Texas A&M University, *Chair*
 Daniel A. Newman, Texas A&M University, *Chair*
 Jeffrey M. Conte, San Diego State University, Michelle A. Dean, San Diego State University, *An Overview and Update on the Measurement of Emotional Intelligence*
 Stephan Dilchert, University of Minnesota, Deniz S. Ones, University of Minnesota, *Scoring Methods for Ability-Based Emotional Intelligence Inventories*

Dana Rhodes, Texas A&M University, Daniel A. Newman, Texas A&M University, *Discriminant Validity of Self-Reported Emotional Intelligence: A Multitrait–Multimethod Study*
 Daniel S. Whitman, Florida International University, David L. Van Rooy, Marriott International, Chockalingam Viswesvaran, Florida International University, Eyran Kraus, City of Miami, *Examining Self-Injurious Perceptions of Personnel Selection Procedures*
 Peter J. Jordan, Griffith University, Neal M. Ashkanasy, University of Queensland, *The Future of Emotional Intelligence Testing: Where to From Here?*

Kevin R. Murphy, Pennsylvania State University, *Discussant*
 Submitted by Daniel Newman, d5n@tamu.edu

21. Master Tutorial: 11:00 AM–12:50 PM Continental 6

Two (2) CE credits for attending! Register at the session.

Multilevel Modeling: Application to Cross-Sectional and Longitudinal Designs

Random coefficient models have been examined in areas from biostatistics to sociology, with a substantive increase in the last decade (concomitant with software development) for testing such multilevel models. This tutorial will detail the rudiments of mixed models using statistical, multilevel, and SEM software for both cross-sectional and longitudinal designs.

Dale Glaser, Glaser Consulting

Submitted by Dale Glaser, glaserconsult@sbcglobal.net

22. Interactive Posters: 11:30 AM–12:20 PM Executive Board Room

Stop Going to Work: Telecommuting and Telework

Wendy Boswell, Texas A&M University, *Facilitator*

22-1 Telecommuting and Job Satisfaction: Investigation of Work–Life Balance and Workaholism

This study examines the interrelations between telecommuting, job satisfaction, work–life balance, and workaholism among 85 telecommuters. A curvilinear relation between telecommuting and job satisfaction was found, and it was also found that work–life balance moderates the linear but not curvilinear relation between telecommuting and job satisfaction.

Kristi Arrington, San Jose State University
 Meghna Virick, San Jose State University
 Nancy Da Silva, San Jose State University

Submitted by Nancy Da Silva, ndasilva@email.sjsu.edu

22-2 Investigating Work/Home Segmentation, Telework, Organizational Commitment and Turnover Intentions

This paper investigated telework as an intervening variable between segmentation preferences/supplies and job outcomes. Results from a survey of 459 people indicate that segmentation preferences/supplies are related to commitment and turnover intentions, and that extent of telework partially mediates the relationship between work-from-home segmentation preference and commitment.

Timothy Golden, Rensselaer Polytechnic Institute
Carrie Bulger, Quinnipiac University
Mark Hoffman, Quinnipiac University
Submitted by Timothy Golden, goldent@rpi.edu

22-3 The Influence of Telework on Work–Family Balance and Job Performance

Using a sample of 178 employees, this study tested the extent to which work-to-family and family-to-work conflict/facilitation mediate the relationship between the extent of teleworking and job performance. Contrary to popular belief, teleworking was not significantly related to the work–family constructs tested nor was it related to supervisor ratings of performance.

Jaime Henning, Eastern Kentucky University
Stephanie Payne, Texas A&M University
Ann Huffman, Northern Arizona University
Submitted by Jaime Henning, Jaime.Henning@eku.edu

22-4 A Meta-Analysis of the Effects of Telecommuting on Employee Outcomes

The purpose of this meta-analytic study was to examine the effect of a telecommuting work arrangement on employees' perceptions of individual-level work outcomes, nonwork outcomes, and job characteristics. Overall, the study suggests that telecommuting is associated with several positive outcomes for employees.

Levi Nieminen, Wayne State University
Madhura Chakrabarti, Wayne State University
Tara McClure, Wayne State University
Boris Baltes, Wayne State University
Submitted by Levi Nieminen, levi.nieminen@gmail.com

23. Poster Session: 11:30 AM–12:20 PM Grand Ballroom B

Counterproductive Behavior/Workplace Deviance/Innovation/Creativity

23-1 Follower Undermining of Leaders in the Workplace

This paper presents and tests a model of upward undermining in the workplace. As hypothesized, perceived organizational support, negative affect, and core self-evaluations were associated with follower undermining of their leaders. Further, follower undermining behaviors (spreading rumors, reducing contributions) were associated with increased relational conflict between leaders and followers.

Marie Dasborough, Oklahoma State University
Paul Harvey, University of New Hampshire
Paul Stillman, Cornell University

Submitted by Marie Dasborough, m.dasborough@okstate.edu

23-2 Dishonest Behavior: The Impact of Self-Regulatory Resource Depletion and Personality

This study examined how self-regulatory resource depletion and personality contribute to organizationally relevant dishonest behavior. Participants completed personality measures, a depleting or nondepleting task, and then were compensated for working alone until the end of the experiment. Results indicated that depletion and personality contributed to leaving the experiment early.

Tomer Gotlib, Florida Institute of Technology
Submitted by Tomer Gotlib, tgotlib@fit.edu

23-3 Perceptions of Counterproductive Work Behavior and Organizational Citizenship Behavior Situations

This measurement development study explored employee perceptions of situations involving potential deviant or altruistic behaviors. Persons reporting a greater likelihood of CWB saw it as more socially acceptable and less risky; persons likely to engage in OCB saw their behavior as socially desirable, equitable, and involving fewer costs.

Debra Donnelly, University of Akron
Destinee Coughenour-Cahoon, University of Akron
Rosalie Hall, University of Akron
Charmane Harrison, University of Akron
Submitted by Charmane Harrison, clh66@uakron.edu

23-4 Liar, Liar: Examining Background Checks and Applicants Who Fail Them

This study examined individuals who fail background checks in order to develop a profile that may aid in initial screenings. To establish this profile, the study started with a well-accepted theory of criminal behavior. A discriminant analysis demonstrated the profile correctly categorized which applicants failed.

Joshua Isaacson, Florida Institute of Technology
Kristi-Anna Wilson, Florida Institute of Technology
Richard Griffith, Florida Institute of Technology
Mei-Chuan Kung, Select International, Inc.
Amie Lawrence, Select International, Inc.
Submitted by Joshua Isaacson, jisaacson@fit.edu

23-5 Negative Emotions, Core Self-Evaluations, and Counterproductive Work Behaviors

This study was conducted to investigate negative emotions (envy and jealousy) and core self-evaluations as correlates of counterproductive work behaviors (CWB) in a Romanian sample. Results show that negative emotions and core self-evaluations are associated with CWB. Core-self evaluations moderated the relationship between job satisfaction and CWB.

Dan Ispas, University of South Florida

Alexandra Ilie, University of South Florida
Submitted by Dan Ispas, dispas@gmail.com

23-6 Examining Motives for Whistle Blowing by Utilizing a Qualitative Methodology

By utilizing a qualitative approach, this study examined a variety of situations in which wrongdoing occurs and possible motives for whistleblowing or not. This study's results illustrated motives never before reported in the whistle-blowing literature of why some individuals decide to whistleblow and others do not.

Rachel Johnson, Colorado State University
Submitted by Rachel Johnson, rachel.johnson@colostate.edu

23-7 Interactional Justice and Incivility: Task-Interdependence/Job-Related Self-Efficacy as Moderators

This study tested the relationship between interactional justice and incivility with task interdependence and job-related self-efficacy as moderators. Data were collected from 657 working professionals. The inverse relationship between interactional justice and incivility was stronger for those high on task interdependence and job-related self-efficacy.

Jason Kain, Bowling Green State University
Steve Jex, Bowling Green State University
Olga Clark, University of Hartford
Jennifer Burnfield-Geimer, HumRRO
Submitted by Jason Kain, jmkain@bgsu.edu

23-8 Workplace Aggression: A Test of the Vulnerability Hypothesis

Both workplace violence and workplace aggression have adverse consequences for individual well-being. Based on data from 174 city bus drivers, exposure to workplace violence exacerbated the impact of nonphysical aggression on well-being. Results are consistent with previous research on traumatic exposure.

Michael Teed, St. Mary's University
E. Kevin Kelloway, St. Mary's University
Aaron Schat, McMaster University
Submitted by E. Kevin Kelloway, kevin.kelloway@smu.ca

23-9 Is Machiavellianism Inherently Bad? A Reexamination of Previously Held Views

Machiavellianism has been traditionally viewed as a personality variable that leads to negative workplace outcomes. But, evidence depicts this view of Machiavellians as overly simplified. By using a multifaceted conceptualization of Machiavellianism, it is shown that Machiavellianism can lead to both OCB and CWB, moderated by gender.

Stacey Kessler, Montclair State University
Kimberly O'Brien, University of South Florida
Paul Spector, University of South Florida
Adam Bandelli, University of South Florida
Walter Borman, Personnel Decisions Research Institutes and University of South Florida
Carnot Nelson, University of South Florida

Lisa Penney, University of Houston
Submitted by Stacey Kessler, stacey9815@aol.com

23-10 An Exploratory Study of Perceived Flaming Behaviors in Asia

This study explores what individuals perceive as e-mail flaming behavior and whether contextual factors affect this perception. Results revealed that e-mails containing indecent content and/or negative statements directed at the recipient or others are perceived as flames and contextual factors do affect perception. Implications of our findings are discussed.

Angeline Lim, National University of Singapore
Marilyn Uy, University of Colorado
Vivien K. G. Lim, National University of Singapore
Submitted by Angeline Lim, angeline.deandria@gmail.com

23-11 The Relationship of GMA to Counterproductive Work Behavior Revisited

We examined sample homogeneity and criterion measurement as 2 possible explanations for previously inconsistent findings on GMA-CWB relationships. In Study 1, GMA was unrelated to self-reported CWB in occupationally homogeneous samples. Study 2 found GMA partially related to objectively measured but not self-reported CWB. Criterion measurement appears crucial.

Uwe Wagner, Chemnitz University of Technology
Amanda Poole, University of Western Ontario
Deborah Powell, University of Western Ontario
Julie Carswell, Sigma Assessment Systems, Inc.
Submitted by Bernd Marcus, Bernd.Marcus@FernUni-Hagen.de

23-12 The Effects of Intra-Workgroup Incivility: Does Group Identification Matter?

This study examined the relationship between intra-workgroup incivility and outcomes as a function of group identification. Respondents included employees of a property management organization. Results showed that low identifiers experienced a decrease in job satisfaction and psychological well-being when they were targets of incivility, but high identifiers were unaffected.

Debbie Lee, Western Kentucky University
Whitney Reed, Anderson University
Kathi Miner-Rubino, Western Kentucky University
Submitted by Kathi Miner-Rubino, kathi.miner-rubino@wku.edu

23-13 Perceiving Abuse in Supervisory Aggression: Actor-Target Interaction Effects

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 age, gender, and ethnicity and target gender on perceptions of abuse in 4 types of aggressive behavior.

Philip Moberg, Northern Kentucky University
Emily Crabtree, Northern Kentucky University
Submitted by Philip Moberg, mobergp1@nku.edu

23-14 The Interaction Effects of Extraversion and Honesty–Humility on Workplace Deviance

This study tested the moderation effect of Extraversion on the H–workplace deviance relationship across samples for 3 cultures. The results provided support for the posited moderation only in 2 samples, such that high Extraversion is likely to amplify the anti-organizational and counterproductive manifestation of low H.

In-Sue Oh, University of Iowa
Kibeom Lee, University of Calgary
Michael Ashton, Brock University

Submitted by In-Sue Oh, in-sue-oh@uiowa.edu

23-15 Emotional Intelligence–Counterproductive Work Behavior Relation: Does EI Have a “Dark Side”?

This study investigated the relation between trait-based emotional intelligence (EI) and counterproductive work behavior (CWB) and also attempted to elucidate a “dark side” of EI by exploring personality moderators. As predicted, EI was negatively related to CWB. Results also indicated that EI may act as a buffer against engaging in CWB.

Amanda Poole, University of Western Ontario
Julie Carswell, Sigma Assessment Systems, Inc.
Rhys Lewis, University of Western Ontario
Deborah Powell, Saint Mary’s University
Bernd Marcus, University of Western Ontario

Submitted by Amanda Poole, aepoole@uwo.ca

23-16 Does Integrity Predict Safety? Results From a Test Validation Study

This paper describes the creation and validation of an integrity test designed specifically to predict employee safety behaviors in addition to other counterproductive work behaviors and job performance. Overall, the results suggest that both safety-specific and general personality-oriented integrity scales predict employee safety behavior, particularly in production environments.

Bennett Postlethwaite, University of Iowa
In-Sue Oh, University of Iowa
Tamera McKinniss, ACT, Inc
Alex Casillas, ACT, Inc.
Steve Robbins, ACT, Inc.

Submitted by Bennett Postlethwaite,
bennett-postlethwaite@uiowa.edu

23-17 Defining and Measuring the Occurrence of Hostility in the Workplace

The harmful workplace behavior field, although new, is fragmented. This paper sought to correct this by developing a scale that is a combination of similar, but previously distinct, concepts. This new scale is comprehensive and based off of an intensive review of the literature. The scale has adequate reliability.

Meridith Selden, Gallaudet University
Ronald Downey, Kansas State University
Submitted by Meridith Selden, meridith.selden@gallaudet.edu

23-18 Personality, Motivational, and Behavioral Antecedents to Counterproductive Work Behavior

This study examined the relationships among psychological needs, motivation styles, academic dishonesty, and counterproductive work behavior (CWB). Competence and relatedness needs, introjected and identified motivation styles, and cheating behavior significantly predicted CWB. Identified and introjected motivation styles were identified as moderators of the relationship between basic psychological need and CWB.

Renee Vincent, Missouri State University
Carol Shoptaugh, Missouri State University
Arden Miller, Missouri State University

Submitted by Carol Shoptaugh, carolshoptaugh@missouristate.edu

23-19 Counterproductive Work Behavior: The Roles of Social Influence and Exposure

This study addresses the lack of empirical evidence about the effect of social influence and exposure on counterproductive behavior, identifying positive relationships between both social influence and exposure to deviance with engagement in counterproductive work behavior, and detecting moderating roles of both justice and likelihood of being caught.

Lauren Blackwell, University of Oklahoma
Lori Snyder, University of Oklahoma
Darin Nei, University of Oklahoma
Felicia Mokuolu, University of Oklahoma

Submitted by Lori Snyder, lsnyder@psychology.ou.edu

23-20 Workplace Harassment and Job Satisfaction

Research on workplace harassment in predicting job satisfaction beyond other antecedents is limited. This study finds support for the hypothesis that workplace harassment explains incremental variance in job satisfaction when controlling for job characteristics and role variables. In addition, supervisor harassment has stronger incremental validity than coworker harassment.

Qiang Wang, Wright State University
Nathan Bowling, Wright State University
Submitted by Qiang Wang, talenttree@gmail.com

23-21 Lateness to Meetings in the Workplace

The phenomenon of lateness to meetings within a workplace context was examined to determine the extent of its occurrence and factors that may influence individual tendencies toward lateness to meetings. Both individual and contextual factors were shown to influence lateness to meetings.

Jason Williams, Self Employed
Steven Rogelberg, University of North Carolina Charlotte
Submitted by Jason Williams, jwilliams33@charter.net

23-22 Source Effects in the Experience of Workplace Bullying

This study examined the impact of perpetrator source (i.e., supervisor, coworker, or customer) on the relationship between workplace bullying and health-related and organi-

zational outcomes. Supervisors were found to be the most frequent perpetrators of the measured bullying behaviors, and each of the 3 sources impacted the outcomes uniquely.

Jennifer Nicol, University of Calgary
Chelsea Willness, University of Calgary
Submitted by Chelsea Willness, willness@ucalgary.ca

23-23 Temporal Orientation and Time Pressure Effects on Creative Thinking Processes

The influence of time on creativity may be due to its effects on the cognitive processes underlying creative thought. The effects of temporal orientation and time pressure on cognitive processes and subsequent problem solutions to a social innovation problem were examined. The results revealed complex, process-specific effects.

Alison Antes, University of Oklahoma
Michael Mumford, University of Oklahoma
Submitted by Alison Antes, aantes@psychology.ou.edu

23-24 The Effects of Introducing Conflicting Information During Creative Thought

Studies of creativity often evaluate specific phenomena in isolation. This, however, is not representative of the real world where intervening events, such as the introduction of new, conflicting information, may occur. This study sought to evaluate the effects of introducing conflicting information during different stages of the creative thought process.

Tamara Friedrich, University of Oklahoma
Michael Mumford, University of Oklahoma
Submitted by Tamara Friedrich, tfriedrich@psychology.ou.edu

23-25 Environmental Scouting, Positive Emotions, and Creativity at Work

Drawing upon recent research in emotions, this paper examines emotionality as a moderator of the relationship between environmental scanning and creativity at work. Results from a field study suggest support for main effects of externally focused scanning and positive emotionality on other rated creativity.

Kimberly Jaussi, Binghamton University
Janaki Gooty, Oklahoma State University
Amy Randel, San Diego State University
Submitted by Kimberly Jaussi, kjaussi@binghamton.edu

23-26 The Role of Means Efficacy When Predicting Creative Performance

Building upon Eden's (2001) assertion that self-efficacy is an insufficient explanation for self-regulated behavior as it does not address means efficacy or the level of confidence employees have in the resources afforded to them, this study demonstrated that means efficacy significantly related to the creative performance of 124 student organization Webmasters.

Aneika Simmons, Texas A&M University
Stephanie Payne, Texas A&M University
Matthew Pariyothorn, Texas A&M University
Submitted by Stephanie Payne, scp@psyc.tamu.edu

23-27 Testing the Creativity Process: Construct Relations and Occupational Occurrence

A new creativity test has been developed based on a creative process model. This study aims at validating the instrument: Construct validity is ascertained by relating it to convergent and discriminant (non)cognitive constructs. Moreover, the test is administered to 6 occupation groups to analyze their potentially different ability levels.

Heinz Schuler, University of Hohenheim
Julia Winzen, Hohenheim University
Petra Gelléri, Hohenheim University
Yvonne Goerlich, Hohenheim University
Submitted by Heinz Schuler, schuler@uni-hohenheim.de

23-28 Motivated to Create: Considering Creative Self-Efficacy and Job Attributes

This study was conducted to test the mediating effect of creativity intrinsic motivation on the associations of creative self-efficacy, job complexity, and job impact with employee creative performance in a field setting. Results support such a mediating role of intrinsic motivation for the self-efficacy and job impact variables.

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

23-29 Emotional Climates and the Innovation Process in Teams

This paper compares the influence of an emotional climate of joy and an emotional climate of fear on the innovation process, based on Farr, Sin, and Tesluk's (2003) input-process-outcome model of team creativity and innovation. The role of the intensity of emotion is addressed.

Veronique Tran, ESCP-EAP (European School of Management)
Submitted by Veronique Tran, vtran@escp-eap.net

23-30 Teachers' Entrepreneurial Behavior: Adopting a Competency-Based Framework for Entrepreneurship

Adopting a competency-based framework, this study investigated which entrepreneurial competencies are related to teachers' entrepreneurial behavior. Data partially supported the model: Entrepreneurial knowledge, career adaptability, creative thinking, and networking skills were significant predictors of entrepreneurial behavior. Together, findings provide useful implications for future research and schools.

Marieke Schipper, Tilburg University
Karen Van Dam, Tilburg University
Piety Runhaar, KPC Group
Submitted by Karen Van Dam, K.vanDam@uvt.nl

23-31 Towards a Model for Understanding Teachers' Innovative Behavior

This study aimed to better understand teachers' innovative behavior by investigating individual and situational factors that might facilitate this behavior. Data of 1,124 primary school teachers revealed that innovative climate and job responsibilities were related to innovative

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behavior both directly and indirectly, through teachers' role-expectations and role breadth self-efficacy.

Karen Van Dam, Tilburg University
Renee van Dam, Tilburg University

Submitted by Karen Van Dam, K.vanDam@uvt.nl

23-32 The Curvilinear Relationship Between Role Ambiguity and Creativity

This study explores the relationship between role ambiguity and creativity. Based on cognitive self-regulation theory, it is hypothesized that there is a curvilinear relationship between role ambiguity and creativity with the moderate amount of role ambiguity the most conducive to work creativity; tolerance of ambiguity moderates such curvilinear relation.

Shuhong Wang, University of Illinois at Urbana-Champaign
Xiaomeng Zhang, American University

Submitted by Shuhong Wang, swang30@uiuc.edu

**24. Panel Discussion: 11:30 AM–12:50 PM
Imperial A**
Adverse Impact, Practical Significance, and Validation Evidence: Issues and Options

Calculating adverse impact in high-volume selection settings has grown increasingly complex. Meanwhile, agency trends indicate increasing scrutiny and more questions than answers regarding satisfactory forms of validation evidence. This panel session examines the issues associated with adverse impact, practical significance, and options for establishing acceptable validity evidence.

Ren Nygren, Development Dimensions International, *Chair*
Scott B. Morris, Illinois Institute of Technology, *Panelist*
Stacia J. Familo-Hopek, UPS, *Panelist*
Mark J. Schmit, APT, Inc., *Panelist*
Douglas H. Reynolds, Development Dimensions International, *Panelist*

Submitted by Ren Nygren, ren.nygren@ddiworld.com

**25. Symposium/Forum: 11:30 AM–12:50 PM
Imperial B**
Cutting-Edge Talent Management Practices in Organizations

This practitioner forum shares how 4 organizations—PepsiCo, Dell, Bristol-Myers Squibb and Microsoft—have modified, enhanced, and in some cases transformed their talent management practices to better support execution of business strategies. Business challenges, cutting-edge talent management practices, implementation approaches, and lessons learned will be discussed.

Suzan L. McDaniel, Bristol-Myers Squibb, *Chair*
Allan H. Church, PepsiCo, *We Can Rebuild It: Making Talent Management Better, Stronger, Faster*
Lucy H. Dahl, Dell Inc., *Transforming Talent Management at Dell*

Suzan L. McDaniel, Bristol-Myers Squibb, *Journey of Talent and Succession Management and Keys to Success*
Pradnya T. Parasher, Microsoft Corporation, Marsha L. Bewley, Microsoft Corporation, *Global Integration of Talent Management Practices: View From the Trenches*

Submitted by Suzan McDaniel, suzan.mcdaniel@bms.com

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