This study investigated workplace aggression from the perspective of the victim and explores hostile attribution style as a means of better understanding cases of prolonged workplace hostility. Results suggest that those high in hostile attribution style are more likely to be targets of aggression. Implications and future directions are discussed.

Melanie E. Boyajian, Central Michigan University
Mihyang An, Central Michigan University

2-5 Other-Ratings of Counterproductive Work Behaviors: A Meta-Analysis

This study meta-analytically investigated the relationship between other ratings of counterproductive work behaviors directed at individuals (CWB-I) and those directed at organizations (CWB-O). Results revealed a mean correlation of .77 and .94 (after internal consistency and interrater reliability corrections, respectively) and no statistically significant moderator was found.

Olabisi A. Asenuga, Texas A&M University
Christen L. Dovalina, Texas A&M University
Christopher M. Berry, Texas A&M University
Submitter: Olabisi Asenuga, bisiasenuga@gmail.com

2-6 Job Insecurity and Employee Deviance: A Social-Cognitive Theory Explanation

A moderated mediation model was developed in which the indirect effect of job insecurity on individuals’ organizational and interpersonal deviance through their moral disengagement is contingent upon the quality of the LMX and CMX relationships they develop. A 3-wave survey study of manufacturing employees provided support for the model.

Guo-hua Huang, Hong Kong Baptist University
Longzeng Wu, Shanghai University of Finance and Economics
Ned Wellman, Arizona State University
Susan J. Ashford, University of Michigan
Cynthia Lee, Northeastern University
Submitter: Susan Ashford, sja@umich.edu

2-7 Cyberloafing and the TPB: Testing Alternative TPB Models

This study tested the validity of the theory of planned behavior as a model of cyberloafing, as well as the validity of 3 cyberloafing-specific variations of the TPB. Results provide unanimous support for the main cyberloafing TPB model ($R^2$ Study 1 = 32%, $R^2$ Study 1 = 37%).

Kevin L. Askew, University of South Florida
John E. Buckner, Louisiana Tech
Alexandra Ilie, Illinois State University
Dan Ispas, Illinois State University
Jeremy Bauer, Valdosta State University
Michael D. Coover, University of South Florida
Submitter: Kevin Askew, kevin.l.askew@gmail.com

2-8 Moral Disengagement, Empathy, and Antisocial Behavior: A Two-Study Investigation

Results from 2 studies are reported. Longitudinal results from Study 1 suggest that moral disengagement and empathy interact to predict antisocial behavior. Study 2 suggests that supervisor moral disengagement has indirect effects on subordinate antisocial behavior through its influence on supervisor antisocial behavior that are conditional on supervisor empathy.

Jonathan A. Shaffer, West Texas A&M University
Andrew Li, West Texas A&M University
Jessica Bagger, California State University, Sacramento
Submitter: Jessica Bagger, baggerj@csus.edu
between customer incivility and employee outcomes. Moreover, job control fully mediated the relationship of job satisfaction and turnover intentions than was coworker incivility. Findings indicated that customer incivility was a stronger predictor of job satisfaction and turnover intentions than was coworker incivility. This paper examined a psychological process in which supervisory incivility yields emotional exhaustion through interpersonal deviance. As technology becomes increasingly engrossed in the workplace, employees are more sensitive to the deleterious effects of ostracism. Drawing on approach/avoidance theory, this paper examined whether approach-oriented individuals were indeed more sensitive to the deleterious effects of ostracism. Recent work has proposed redefining ostracism as the absence of positive attention from another. Drawing on approach/avoidance theories that suggest individuals differ in sensitivity to the absence/presence of positive stimuli, this paper examined whether approach-oriented individuals were indeed more sensitive to the deleterious effects of ostracism.
2-18 Breaking the Cycle of Abusive Supervision

Although studies show that abusive leader behaviors “trickle down” to lower level employees, they ignore that many abused employees do not perpetuate abuse by harming their own subordinates. These 2 studies show that individual and situational characteristics can “break the cycle” of abusive supervision.

Matthew D. Griffith, University of Central Florida
Shannon G. Taylor, University of Central Florida
Robert Folger, University of Central Florida
Chaim Letwin, University of Central Florida
Submitter: Matthew Griffith, matthew.griffith@ucf.edu

2-19 Testing an Organizational Intervention Framework: Reducing Incivility and Sexual Harassment

Workplace deviance prevention programs are widely implemented in organizations. This paper examined the effectiveness of 3 commonly used intervention types and found that administrative and environmental control interventions are generally more effective in reducing incivility and sexual harassment.

Melissa Gutworth, Pennsylvania State University
Matt C. Howard, Pennsylvania State University
Submitter: Melissa Gutworth, mbg164@psu.edu

2-20 On an Even Keel: Mindfulness Reduces Hostility and Hostile Behavior

This paper presents 2 studies. Study 1 demonstrates that mindfulness attenuates Machiavellian behavior through hostile emotions. Study 2 shows a similar mediation pathway with counterproductive work behavior as the outcome. Findings suggest that it is important for organizations to select or train employees on the basis of mindfulness.

Sukumarakurup Krishnakumar, North Dakota State University
Michael D. Robinson, North Dakota State University
Submitter: Ronald Johnson, ronald.d.johnson@ndsu.edu

2-21 Profiling Integrity: LPA of Personality and Integrity on Performance

The interactive effects of personality and overt integrity constructs were investigated using LPA in a large managerial sample (N = 1819). Results revealed 4 profiles, varying in their relative endorsement of both personality and overt integrity items. Performance differences revealed large effects, which demonstrate the efficacy of this interactive approach.

Casey W. Johnson, Assess Systems
Adam H. Kabins, Assess Systems
Submitter: Adam Kabins, akabins@assess-systems.com

2-22 Employee Off-Duty Deviance: Measurement, Antecedents, and Distinction From CWB

Employee off-duty deviance (ODD) is of increasing concern to organizations but has received limited empirical attention. Across 2 samples, this study develops a measure of ODD, shows ODD to have a distinct nomological network from CWB, and shows that there is a strong potential for ODD to manifest at work.

Colby L. Kennedy, University of Georgia
Brian J. Hoffman, University of Georgia
Nathan T. Carter, University of Georgia
Submitter: Colby Kennedy, kennedy7@uga.edu

2-23 A Meta-Analytic Examination of the Outcomes of Incivility

This paper meta-analytically investigates the outcomes of incivility, in order to summarize the current findings regarding the consequences of incivility. Based on 81 studies job satisfaction and organizational commitment were found to relate negatively to experienced workplace incivility, while turnover, negative emotion, emotional exhaustion, and negative affectivity related positively.

Greg R. Thrasher, Wayne State University
Daniel Krenn, Wayne State University
Frank Z. Keehn, Wayne State University
Submitter: Daniel Krenn, daniel.krenn@wayne.edu

2-24 Does Psychological Safety Buffer or Exacerbate Machiavellian Undermining?

Machiavellians are known for their conniving schemes and exploitative behaviors towards others. Drawing on trait activation theory, this paper explores whether climates of psychological safety, due to their supportive and nonexploitative norms, have the potential to attenuate Machiavellians’ propensities towards these behaviors.

Daniel Kuyumcu, Pennsylvania State University
Alicia A. Grandey, Pennsylvania State University
Submitter: Daniel Kuyumcu, dky5061@psu.edu

2-25 Explaining Reciprocal Social Undermining Behavior

This paper examined moral disengagement as an explanatory mechanism of reciprocal social undermining behavior, and moral identity as a boundary condition for this mechanism. Support was found for the predictions using 3 samples of banking, insurance, and government employees while controlling for alternate social exchange or ego depletion explanations.

Kyoung Lee, University of Minnesota
Eugene Kim, Georgia Institute of Technology
Devasheesh Bhave, Singapore Management University
Michelle K. Duffy, University of Minnesota
Submitter: Kyoung Lee, leex4240@umn.edu

2-26 Cognitive Load and Unethical Behavior: Idle Hands—Devil’s Playground?

This study investigated the relationship between cognitive load and unethical organizational behavior. Hypotheses and results of a laboratory experiment suggest that high cognitive load leads to less unethical behavior when the behavioral opportunity is concurrent with high cognitive load. Two individual differences are found to moderate this relationship.

Sophie Leroy, University of Minnesota
John-Gabriel J. Licht, University of Minnesota
Submitter: John-Gabriel Licht, licht104@umn.edu

2-27 Predictors of Peer Reporting of Counterproductive Work Behavior

Data from 310 workers found that organizational commitment and company policies encouraging peer reporting had main effects on
peer reporting. Moderator analyses found that observing CWBs was most strongly related to reporting CWBs among those high in commitment and among those working in organizations with policies that encourage peer reporting.

Nathan A. Bowling, Wright State University
Brian D. Lyons, Wright State University
Submitter: Brian Lyons, brian.lyons@wright.edu

2-28 Employee Social Liability: When Workplace Relationships Aren’t Working

This paper proposes a higher level construct: Employee Social Liability (ESL) that is hypothesized to comprise 4 components: negative acts, distrust, social demand, and lack of reciprocity. Two linked studies are described (focus groups and a Q sort) that identify potential scale items for an ESL measure.

Rachel L. Morrison, Auckland University of Technology
Keith Macky, Auckland University of Technology
Submitter: Rachel Morrison, ruchi.patel@javelinhr.com

2-29 Daily Rudeness at Work: Incivility Affects After-Work Recovery

This study examined the relation among daily incivility, recovery experiences, and situational well-being. A total of 177 employees completed a daily survey on 4 consecutive workdays. Multilevel analyses showed that day-level incivility was negatively related to day-level situational well-being and day-level psychological detachment but not daily relaxation.

Tahnee S. Nicholson, Macquarie University
Barbara Griffin, Macquarie University
Submitter: Tahnee Nicholson, tahnee.nicholson@students.mq.edu.au

2-30 Using Latent Profile Analysis to Determine Personal Web User Type

PWU at work is a critical component of counterproductive work behaviors, especially in the increasingly technologically dependent workplace. Results suggested 2 different types of individuals appear to engage in PWU at work, based on frequency of usage. Profiles related to differences in individual and situational characteristics.

Ruchi Patel, Javelin HR Solutions
Ashley J. Hoffman, North Carolina State University
Submitter: Ruchi Patel, ruchi.patel@javelinhr.com

2-31 Workplace Ostracism as a Precursor to Unethical Decision Making

This study tested the link between workplace exclusion and unethical decision making (UDM). Organizational employees completed measures of ostracism by coworkers and measures of interpersonal and organizational deviance. Workplace ostracism accounted for significant variance in interpersonal and organizational deviance after controlling for ethical climate and personality predictors of UDM.

Erik D. Pesner, Baruch College, CUNY
Kristin L. Sommer, Baruch College, CUNY
Mary Kern, Baruch College, CUNY
Chad C. Parson, Baruch College, CUNY
Submitter: Erik Pesner, erikpesner@gmail.com

2-32 Witnessing Incivility: How Do Coworkers Decide When To Intervene?

This policy-capturing study investigated interpersonal and task factors that influence bystanders’ decisions to intervene after witnessing coworker incivility: (a) harm to the target, (b) target’s appeal for help, (c) target task performance, and (d) bystander workload. The study also investigated moderating effects of bystanders’ relational self-construct, prior victimization, and moral identity.

Jaclyn M. Jensen, DePaul University
Jana L. Raver, Queen’s University
Submitter: Jana Raver, jraver@business.queensu.ca

2-33 Workplace Victimization and Target Health: A Job Demands–Resources Approach

Workplace victimization has received increased attention over the past 2 decades. This paper draws upon job demands–resources theory to test a moderated-mediation model. The results reveal that employees with high role ambiguity are more likely to be targeted when perceptions of leadership support is low, which produces poorer general health.

Al-Karim Samnani, University of Windsor
Submitter: Al-Karim Samnani, asamnani@uwindsor.ca

2-34 It’s Me, Not You: How Personality Is Linked to Incivility

This study examined a variety of personality constructs as predictors of both face-to-face and online incivility perpetration. Results indicated that the predictors of workplace incivility differed across contexts and that in both settings narcissistic individuals who also held negative self-perceptions were more likely to be incivility perpetrators.

Amber N. Schroeder, Western Kentucky University
Ariele K. Gatti, Western Kentucky University
Submitter: Amber Schroeder, amber.schroeder@wku.edu

2-35 Factors Influencing Perceptions of Psychological Infringement

Two experiments investigated the effects of target, participant, and task gender on perceptions of role infringement at work. Results suggested that infringement perceptions were highest when tasks were masculine and help provider/recipient gender matched; these effects were mediated by perceptions of reduced altruistic intention. Implications are discussed.

Kira F. Schabram, University of British Columbia
Leah D. Sheppard, University of British Columbia
Submitter: Leah Sheppard, leah.sheppard@sauder.ubc.ca

2-36 Predictors of Abusive Supervision: An Emotion Regulation Perspective

This study introduces emotion regulation perspective to abusive supervision literature by delineating how supervisor and subordinate’s emotion regulation strategies differentially predict the occurrence of abusive supervision. A conceptual model and hypotheses were tested in a field study with multisource, time-lagged data from a fast-food company.

Lingtao Yu, University of Minnesota
Submitter: Lingtao Yu, yuxx606@umn.edu
2-37 Workplace Incivility and End-of-Work Negative Affect: Examining Potential Moderators

Data from 76 full-time employees across 10 consecutive working days revealed daily workplace incivility positively predicted end-of-work negative affect, and the relationship was stronger for people of high negative affectivity, high hostile attribution bias, external locus of control, and people experiencing less chronic workload and more chronic organizational constraints.

Zhiqing E. Zhou, University of South Florida
Yu Yan, Wuhan University
Xinxuan Che, University of South Florida
Laurenz L. Meier, University of South Florida
Submitter: Zhiqing Zhou, zhiqing@mail.usf.edu

2-38 No More Excuses? Supervisory Excuses and Employee Production Deviance

A conditional process model was proposed and tested in which supervisory excuses leads to production deviance indirectly through work engagement. Data from 215 public-sector workers revealed that (a) supervisory excuses were directly related to production deviance and (b) the relationship was jointly moderated by Conscientiousness and Emotional Stability.

Kori Callison, University of Houston
Terry A. Nelson, University of Alaska Anchorage
Lars U. Johnson, University of Houston
Sonya M. Stokes, University of Texas at El Paso
L. A. Witt, University of Houston
Submitter: Kori Callison, krcallison@uaa.alaska.edu

2-39 The Interactive Effect of Entitlement and Conscientiousness on Organizational Deviance

This paper examines broad and narrow dispositional predictors of organizational deviance. In a hierarchical moderated regression model controlling for impression management, the dispositional variables of entitlement and Conscientiousness and their interaction were significant predictors of organizational deviance. The total variance explained in deviance by these variables was .53.

Brian K. Miller, Texas State University
Submitter: Brian Miller, bkmiller@txstate.edu

3. Panel Discussion: 9:30 AM–10:50 AM
Room 303AB

4-04 Page Not Found: Pitfalls of Technology Projects

The proliferation of technology in I-O interventions is shifting the role of internal and external practitioners who are challenged with navigating the pitfalls of leading technology-laden projects. Those able to mitigate risks face an increased likelihood of success.

Experienced panelists provide practical guidance for overcoming the pitfalls of technology projects.

Emily J. Stehura, Development Dimensions International (DDI), Chair
Victoria A. Davis, Mariott International, Panelist
Alicia M. Allegreni, PSI Services LLC, Panelist
Corina Rice, CSX Transportation, Panelist
Nathan J. Mondragon, Oracle, Panelist
Tami J. Licht, Development Dimensions International (DDI), Panelist
Submitter: Emily Stehura, emily.stehura@ddiworld.com

Room 304A

Beyond Borders: Developing Globally Adaptive Leaders

How do you develop effective global leaders? Executives in multinational organizations need a global mindset to navigate layers of complex, interdependent factors under constantly changing conditions in ambiguous environments. Learn what these leaders must do to elicit perspectives, understand and depolarize issues, and effectively resolve problems in a global context.

Lori K. Collins, Cambria Consulting, Inc., Presenter
Submitter: Derek Steinbrenner, dsteinbrenner@cambriconfulting.com

5. Symposium/Forum: 9:30 AM–10:50 AM
Room 304B

All About Fit: Using Polynomial Regression to Advance Stressor–Well-Being Research

Congruence, or fit, frameworks are popular in organizational research. However, much research in this area uses inappropriate analyses, such as difference scores, to assess congruence. The studies in this symposium all focus on congruence research questions in the area of stressor-well-being relationships and use polynomial regression analyses to test hypotheses.

Kristen M. Shockley, Baruch College & The Graduate Center-CUNY, Chair
Patricia C. Dahm, University of Minnesota, Theresa M. Glomb, University of Minnesota, Colleen Manchester, University of Minnesota, Sophie Leroy, University of Minnesota, Work–Family Conflict, Self-Regulation, and Self-Discrepant Time Allocation at Work
Charlotte H. Larson, University of North Carolina, Work and Family Demands–Abilities Fit as Predictors of Work–Family Conflict
Le Zhou, University of Florida, Mo Wang, University of Florida, Yihao Liu, University of Florida, Junqi Shi, Sun Yat-Sen University, Songqi Liu, Pennsylvania State University, Follower and Leader–Rated Ethical Leadership and Follower Outcomes
Kristen M. Shockley, Baruch College & The Graduate Center-CUNY, Christine R. Smith, Baruch College & The Graduate Center-CUNY, Tammy D. Allen, University of South Florida, Work–Family Balance: A Dual-Earner Division of Labor Congruence Perspective
Jeffrey R. Edwards, University of North Carolina, Discussant
Submitter: Kristen Shockley, kristen.shockley@baruch.cuny.edu

Room 306A

From Leader’s Personality to Employee Engagement

This symposium includes 4 integrated presentations on how managers’ personality affects employee engagement. It features an overview of leadership-engagement models; new research conducted with global technology, hospitality, and retail firms; and discussion of applications. Results show consistent associations among managers’ personality, employee engagement, and organizational performance.

Robert Hogan, Hogan Assessment Systems, Chair
Robert Hogan, Hogan Assessment Systems, Personality, Leadership and Organizational Effectiveness: Where Does Engagement Fit?
Justin G. Black, Sirota, Linking Manager Personality Characteristics to Employee Engagement and Performance
Christine Fernandez, Starwood Hotels & Resorts Worldwide, Michael H. Chetta, Starwood Hotels & Resorts Worldwide, Linking Leader Attributes to Employee Attitudes and Guest Loyalty

Submitter: Robert Hogan, hogan@hogan.com

1.5 CE credits for attending

Lori K. Collins, Cambria Consulting, Inc., Presenter
Submitter: Derek Steinbrenner, dsteinbrenner@cambriconfulting.com
7. Panel Discussion: 9:30 AM–10:50 AM
Room 306B
Marketing and Implementing Enterprise-Wide Competency Models
Developing and implementing enterprise-wide competency models presents many challenges. This session will focus on those challenges associated with the implementation of one model that resonates across all key stakeholders and the organization. Practitioners will discuss challenges and propose solutions for internally marketing and implementing an enterprise-wide model across an organization.

Lilly Lin, Development Dimensions International (DDI), Chair
Swati Buddhavarapu, John Hancock/Manulife Financial, Panelist
Alison D. Jerden, The Coca-Cola Company, Panelist
Lisa Malley, Development Dimensions International (DDI), Panelist
Erica Spencer, Novo Nordisk Inc., Panelist
Submitter: Lilly Lin, lilly.lin@ddiworld.com

8. Symposium/Forum: 9:30 AM–10:50 AM
Room 309
Leading for Creativity and Innovation
This symposium provides conceptual and empirical evidence regarding the relationship between leadership and innovation. Presentations in this symposium focus on leadership styles and behaviors that promote innovation; antecedents to such behaviors, such as leader attributes and leader networks; and suggestions for an integrated way of conceptualizing the relationship.

Stephen J. Zaccaro, George Mason University, Chair
Emily S. Medvin, George Mason University, Co-Chair
Emily A. Pacic, Michigan State University, Co-Chair
Samuel T. Hunter, Pennsylvania State University, Lilly Cusenbry, Pennsylvania State University, Leading by Example: Promoting Innovating With Error Management
Julia E. Hoch, California State University, Steve W. J. Kozlowski, Michigan State University, James H. DeLone, Michigan State University, Authentic, Transformational, and Shared Leadership, Shared Understanding, and Innovation
Kathrin Rosing, Leuphana University of Lueneburg, Antecedents of Ambidextrous Leadership
Sophia Sullivan, Northwestern University, Alina Lungenuanu, Northwestern University, Leslie A. DeChurch, Georgia Institute of Technology, Noshir Contractor, Northwestern University, Leading Innovation Through Space and Time
Submitter: Emily Medvin, emedvin@masonlive.gmu.edu

9. Panel Discussion: 9:30 AM–10:50 AM
Room 311
Fisher v. University of Texas: The Future of Affirmative Action
In this panel discussion, panelists with extensive experience in the field of high stakes selection, including college admission and employment selection, will discuss the Supreme Court’s recent decision in the case of Fisher v. University of Texas at Austin. The case focuses on the use of race in college admissions.

James L. Outtz, Outtz and Associates, Chair
Sheldon Zedeck, University of California-Berkeley, Panelist
Wayne J. Camara, ACT, Inc., Panelist
Barry Goldstein, Goldstein, Borgen, Dardarian & Ho, Panelist
Lionel Allen, Urban Prep Academies, Panelist
Kelly Sortino, Crystal Springs Uplands School, Panelist
Submitter: James Outtz, jouttz@aol.com
THURSDAY

Room 317A
Moving From Diversity to Inclusion: New Directions in Inclusion Research
In recent years, the diversity literature has started shifting from research on diversity to research on inclusion. This symposium explores new directions in inclusion research in terms of measurement, international views of inclusion, moderators of inclusion, leader inclusion, and practical applications of inclusion research.

Beth G. Chung, San Diego State University, Chair
Michaëlle E. Mor Barak, University of Southern California, Diversity and Inclusion in a Global Context: Measurement for Research/Practice
Karen Holcombe Ehrhart, San Diego State University, Beth G. Chung, San Diego State University, Amy E. Randel, San Diego State University, Michelle A. Dean, San Diego State University, Lynn M. Shore, Colorado State University, Inclusion and Health Moderated by Demographic Status as Numerical Minority/Majority
Lisa H. Nishi, Cornell University, Hannes Leroy, Cornell University, Marlies Veastraaten, University of Leuven, Inclusive Leadership
Bernardo M. Ferdman, Alliant International University, Assessing Employee Inclusion in the Workplace: An Applied Organizational Approach
Jeanette N. Cleveland, Colorado State University, Discussant
Submitter: Beth Chung, beth.chung@sdsu.edu

13. Panel Discussion: 9:30 AM–10:20 AM
Room 317B
Making the Most of SMEs: Strategies for Managing SME Interactions
I-O professionals rely heavily on SMEs in assessment development, but obtaining the information required to develop valid and reliable assessments is often more art than science. In this interactive discussion, assessment development experts will discuss strategies for successfully interacting with SMEs and provide recommendations for common challenges.

Liberty J. Munson, Microsoft, Chair
Alexander Alonso, Society for Human Resource Management, Panelist
Robert I. Driggers, CEB, Panelist
Eric M. Dunleavy, DCI Consulting Group, Panelist
Lorin M. Mueller, Federation of State Boards of Physical Therapy, Panelist
Submitter: Liberty Munson, lmunson@microsoft.com

Room 318A
Contextual Factors and Job Performance: Advancing Theory and Measurement
This symposium examines the relationship between work context and job performance, including how work context may impact its measurement. Features of the context that are studied include the telework arrangement, the extent to which performance behaviors are observable by others, compatibility among employees’ multiple identities, and supervisors’ goal pursuit strategies.

Rav R. Hezkiou-Ludwig, University of Toronto, Co-Chair
Maria Rotundo, University of Toronto, Co-Chair
Samantha Holland, George Mason University, Kaila M. Simpson, George Mason University, Reeshad S. Dalal, George Mason University, Counterproductive Work Behavior Among Teleworkers: Conceptual Issues and Scale
Bertha Rangel, University of Illinois at Urbana-Champaign, GaHyun Jeon, University of Illinois at Urbana-Champaign, Jonathan M. Cottrell, University of Illinois at Urbana-Champaign, Nichelle C. Carpenter, University of Illinois at Urbana-Champaign, Self-Observable Rating Convergence and the Moderating Role of Observability
Rav R. Hezkiou-Ludwig, University of Toronto, Maria Rotundo, University of Toronto, The Effects of Identity Conflict and Enhancement on Job Performance
Submitter: Rav R. Hezkiou-Ludwig, ravit.heskiau10@rotman.utoronto.ca

Room 318B
Training Older Workers: Fresh Insights and Future Directions
This symposium integrates 3 complementary perspectives of training and development for an aging workforce. A strong theoretical underpinning paired with new empirical findings advance the understanding of the role that chronological age plays in a developmental context while offering guidance for future research pursuits and practical interventions.

Tracy C. McCausland, George Mason University, Co-Chair
Eden B. King, George Mason University, Co-Chair
Margaret E. Beier, Rice University, Motivation for Training and Development: Considerations for an Aging Workforce
Tracy C. McCausland, George Mason University, Eden B. King, George Mason University, Age and Training Outcomes: Examining Psychological Processes and Cognitive Ability
Natalie Wolfson, Colorado State University, Kurt Kraiger, Colorado State University, The Effect of Technology-Based Collaboration on Learning Across Age Groups
Lisa Finkelstein, Northern Illinois University, Discussant
Submitter: Tracy McCausland, tracy.c.mccausland@gmail.com

Room 322AB
Big Data in I-O Psychology
“Big data” is data mining slang for a data environment characterized by large quantity and variety of data generated through Internet-based systems. This symposium explores how big data is being used by 5 I-O psychologists working in such environments.

David J. Scarborough, Black Hills State University, Chair
David J. Scarborough, Black Hills State University, A Protocol for Interpreting an Employee Selection Neural Network
Timothy C. Liak, Quantcast, Developing and Cross-Validating Organizational Theories Using Big Data
David E. Ostberg, Evolv On Demand, Debunking Common Myths and Misguided Workforce Practices Using Big Data
Douglas H. Reynolds, Development Dimensions International (DDI), Jing Jin, Development Dimensions International (DDI), Stephanie J. Neal, Center for Analytics and Behavioral Research (DOD), Big Data, Big Jobs: Assessment and Executive Performance
Brian Wele, Google, Discussant
Submitter: David Scarborough, david.scarborough@bhsu.edu
17. Symposium/Forum: 9:30 AM–10:50 AM
Room 323A
Observer Reports of Personality in Organizational and Educational Research
Observer reports of personality traits are underrepresented in the organizational and educational literatures. This symposium presents the results of 5 papers that highlight issues surrounding observer reports in organizational and educational research, including the structure of socially desirable responding, interviewer accuracy, and how third-party sources contribute to prediction.

Samuel T. McAbee, Rice University, Co-Chair
Brian S. Connelly, University of Toronto, Co-Chair
Patrick C. Kylloren, Educational Testing Service, Co-Chair
Brian S. Connelly, University of Toronto, Ronald Warren, LMAP, LLC, Using Personality Peer-Reports to Separate Substance From Response Style
David M. Klieger, Educational Testing Service (ETS), Chelsea Ezzo, Educational Testing Service (ETS), Steven Holtzman, Educational Testing Service (ETS), Third-Party Evaluation in Graduate and Professional School Admissions
Samuel T. McAbee, Rice University, Brian S. Connelly, University of Toronto, Fred Oswald, Rice University, Self- and Observer Reports: Applying Bifactor Models to Personality Traits
In-Sue Oh, Temple University, Kwanghyun Kim, Korea University, Personality Put in Another’s Shoes
Andrew Speer, CEB|SHL, Neil Christiansen, Central Michigan University, Interviewer Judgment Accuracy and Question Choice: Effects of Social Intelligence
Submitter: Samuel McAbee, smcabee@gmail.com

Room 323B
Until Withdrawal Do Us Part? Exploring Employee Withdrawal in Organizations
This symposium showcases 4 studies on employee withdrawal that extend the criterion space (e.g. involuntary turnover) and/or the predictor space (e.g. job embeddedness, networking). Each of these studies advances the turnover-withdrawal literature by exploring new constructs and theory and/or examining well-studied constructs in innovative ways.

Julie I. Hancock, Rutgers University, Co-Chair
Jonathan Biggane, University of Memphis, Co-Chair
Peter W. Horn, Arizona State University, Rodger W. Griffeth, Ohio University, Terence R. Mitchell, University of Washington, Thomas W. Lee, University of Washington, Junchao Li, University of Washington, Jamie J. Seo, Arizona State University, Potential Contribution
Mel Fugate, Southern Methodist University, Charles Manz, University of Massachusetts, Amherst, Peter W. Horn, Arizona State University, John Milliken, Arizona State University, “Leaving as a Good Thing”: Cases for Positive Involuntary Turnover
Kohyar Kiazad, Monash University, Alexander Newman, Monash University, Brooks C. Holforn, Georgetown University, Peter W. Horn, Arizona State University, Future Directions for Job Embeddedness Research
Caitlin M. Porter, Purdue University, Sang Eun Woo, Purdue University, Michael A. Campion, Purdue University, Who You Know and How You Go: Networking and Turnover
James M. Vardaman, Mississippi State University, Discussant
Rodger W. Griffeth, Ohio University, Discussant
Submitter: Julie Hancock, julie.hancock@rutgers.edu

Room 323C
Influences of HR Practices for Emotional Labor and Service Jobs
Research on service jobs and emotional labor has been gaining increased interest. This symposium highlights the implications of human resource (HR) practices for service employees. Papers in this symposium investigate different HR practices, providing a breadth of perspectives for understanding the role of HR practices in promoting service-related organizational goals.

Yujie Zhan, Wilfrid Laurier University, Chair
Dinorah R. Fitzgerald, Pennsylvania State University, Co-Chair
Xiaoxiao Hu, Old Dominion University, Co-Chair
Dinorah R. Fitzgerald, Pennsylvania State University, Alicia A. Grandey, Pennsylvania State University, Managed Heart Versus Mind: When Are Financial Rewards More Controlling?
Catherine S. Daus, Southern Illinois University-Edwardsville, Amy J. Quarton, Maryville University, Joel T. Nadler, Southern Illinois University-Edwardsville, Integrating Emotional Intelligence and Emotional Labor: An Attraction–Selection–Attrition Framework
Anya M. Johnson, University of New South Wales, Nickolas Yu, Prince of Wales Hospital, Helena Nguyen, University of New South Wales, Markus Groth, University of New South Wales, Changing Emotional Labor Strategies to Enhance Proactivity and Innovation
Xiaoxiao Hu, Old Dominion University, Yujie Zhan, Wilfrid Laurier University, Mo Wang, University of Florida, Junqi Shi, Sun Yat-Sen University, Employees’ Reactions to Customer Mistreatment: Moderating Role of HRM Practices
Ronald H. Humphrey, Virginia Commonwealth University, Discussant
Submitter: Yujie Zhan, yzhan@wlu.ca

Room 327
The Wild Frontiers of Measurement Invariance
This symposium presents studies on the frontiers of measurement invariance (MI) analysis that (a) examine the practical consequences of measurement nonequivalence, (b) compare current statistical methods for examining MI, and (c) introduce of a new method of MI analysis.

Jisoo Ock, Rice University, Co-Chair
Christopher D. Nye, Michigan State University, Co-Chair
Christopher D. Nye, Michigan State University, Christopher S. Bialko, Bowling Green State University, Does Measurement Nonequivalence Really Matter?
Jisoo Ock, Rice University, Fred Oswald, Rice University, Implications of Measurement Nonequivalence on Scale Reliability
Kyle Morgan, North Carolina State University, Steven R. Toaddy, North Carolina State University, Sean M. Gasperson, North Carolina State University, Sonia L. Oakley, North Carolina State University, Three Approaches to Measuring MI: Tools, Techniques, and Products
Seokjoon Chun, University of South Florida, Stephen Stark, University of South Florida, Eun Sook Kim, University of South Florida, Oleksandr Chernyshenko, Nanyang Technological University, Using Multiple Indicator Multiple Cause Models to Improve DIF Detection
Neal W. Schmitt, Michigan State University, Discussant
Submitter: Jisoo Ock, jo4@rice.edu
23-1 Culture and Hoboism: Do Job Hobos Exist in Korea?

This study investigates how one’s attitudinal and behavioral tendency to change jobs frequently (i.e., hoboism) may be manifested differently in a country characterized by the collectivist culture (i.e., South Korea). By doing so, this study seeks to shed light on a potential psychological explanation for cross-cultural differences in voluntary turnover.

Sang Eun Woo, Purdue University
Caitlin M. Porter, Purdue University
Doug Guttridge, Kirby Risk
Scott Purpign, Purdue University
Submitter: Sang Eun Woo, sewoo@psych.purdue.edu

23-2 Threat and Fairness Around Diversity Management: Testing Full Integration Theory

Diversity management is an important but challenging task. Despite growing awareness of best practices, limited theoretical guidance exists. This study finds support for full integration theory (Agars & Kottke, 2004), which argues that efforts to manage employee perceptions of fairness and threat are critical elements of diversity initiative implementation.

Leanne M. Tortez, California State University, San Bernardino
Kimberly A. French, University of South Florida
Mark D. Agars, California State University, San Bernardino
William Wyatt, City of Clarksville
Eric Cazares, California State University, San Bernardino
Chinedum E. Ezeagwula, California State University, San Bernardino
Nicholas J. Rockwood, California State University, San Bernardino
Lunder Vansa, California State University, San Bernardino
Submitter: Mark Agars, magars@csusb.edu

23-3 Hire a Hero? Identity Management of Job Seeking Veterans

Job-seeking veterans face challenges in obtaining employment. Job search self-efficacy moderated relationships between perceptions of employer stereotypic beliefs and job search effort and intensity. Individual goal orientation affected engagement in concealing or avoiding identity management strategies. Implications for veterans seeking employment and employers are discussed.

Marissa Mann, Michigan State University
Ann Marie Ryan, Michigan State University
Abdifatah A. Ali, Michigan State University
Submitter: Abdifatah Ali, abdialii04@gmail.com

23-4 Putting Diversity in Context: The Role of Racioethnic Representativeness

Following conflicting findings in the diversity–performance relationship, scholars identified context as a potential moderator. This paper extends that trend by showing across 3 samples that racioethnic representativeness moderates the relationship between racioethnic diversity and unit sales with more positive effects occurring when diversity was more representative of the prospective customer base.

Derek R. Avery, Temple University
Cristina Rubino, California State University, Northridge
Patrick F. McKay, Rutgers University
Submitter: Derek Avery, dravery@temple.edu

23-5 The Role of Self-Efficacy on Turnover Intentions of New Mothers

This paper suggests that work environments shape new mother’s intentions to quit through their effect on self-efficacy. Results from a study of new mothers indicate that manager support and the presence of role models in the workplace related to career and maternal self-efficacy, which in turn were related to turnover intentions.

Jamie Ladge, Northeastern University
Tomika W. Greer, University of Houston
Marla Baskerville Watkins, Northeastern University
Kimberly Eddleston, Northeastern University
Submitter: Marla Baskerville Watkins, m.baskerville@neu.edu

23-6 Revisiting the Hispanic–White Mean Difference on Job Performance: A Meta-Analysis

This study revisited the Hispanic–White mean difference on job performance, including a much larger sample than previous meta-analyses. The Hispanic–White mean job performance difference is substantially larger than in previous reviews (i.e., d values between .20-
.30 across most moderator categories) and is moderated by objective/subjective performance measurement and job complexity.

Juan Carlos Batarse, Texas A&M University
Peng Zhao, Texas A&M University
Christopher M. Berry, Texas A&M University
Submitter: Juan Carlos Batarse, jlb13@tamu.edu

23-7 The Role of Authentic Leadership in Fostering Workplace Inclusion

This conceptual paper posits that authentic leaders are instrumental in developing a climate of inclusion. According to social learning theory, authentic leaders can teach employees about the importance of inclusion through inclusive leader role modeling. Followers learn how to conduct themselves in an inclusive manner by observing authentic leaders.

Janet A. Boekhorst, York University
Submitter: Janet Boekhorst, janetb@yorku.ca

23-8 Examining Individual Differences and Proactive Behavior: A Cultural Perspective

This paper investigated the effects of subordinates’ cultural orientations on their proactive behavior at work. Two cultural orientations (psychological collectivism and power distance) impact employees’ proactive behavior differently. Further, it was found that the perceived performance and image values of proactive behavior mediate the relationships between cultural orientations and proactive behavior.

Kan Ouyang, The Hong Kong Polytechnic University
Wing Lam, The Hong Kong Polytechnic University
Ziguang Chen, City University of Hong Kong
Submitter: Ziguang Chen, mgzgchen@cityu.edu.hk

23-9 Gender Ingroup Projection and the Evaluative Connotation of Leader Prototypes

This paper investigates gender differences in ingroup projection of gender stereotypes onto leader prototypes. It was found that women and men differ in their use of ingroup projection and in how they construct their prototype of women on positive valence attributes.

Tobias Dennerlein, University of Lausanne
Emmanuelle Kleinlogel, University of Lausanne
Joerg Dietz, University of Lausanne
Bin Ding, University of Lausanne
Submitter: Tobias Dennerlein, tobias.dennerlein@unil.ch

23-10 A Meta-Analysis of the Consequences of Perceived Workplace Discrimination

This study meta-analyzed the effect of workplace discrimination on job attitudes and health outcomes. Results showed that discrimination was negatively related to job satisfaction, organizational commitment, justice, physical health, and emotional well-being. In addition, results show that observing discrimination may be more detrimental than personally experiencing discrimination at work.

Lindsay Y. Dhanani, University of Central Florida
Jeremy M. Beus, University of Central Florida
Submitter: Lindsay Dhanani, lydhanani@knights.ucf.edu

23-11 A Meta-Analytic Investigation of Homophily

Homophily refers to the propensity for similar individuals to interact with one another. Despite voluminous research, little is known about how strong the homophily effect is and which types of similarities/ties are most homophilic. A meta-analysis of 482 studies quantifies the effect of homophily and examines potential moderators of homophily.

Jennifer Feitosa, University of Central Florida
David R. Glerum, University of Central Florida
Rebecca Grossman, University of Central Florida
Dana Joseph, University of Central Florida
Submitter: Jennifer Feitosa, jfeitosa@ist.ucf.edu

23-12 Best LGBT Paper Award: The Process and Withdrawal Effects of Team Sexual Orientation Dissimilarity

This study examined the relationship between work-team sexual orientation dissimilarity and several individual-level outcomes. Based on the relational demography literature, the study found that perceived dissimilarity was significantly related to relationship conflict, task conflict, withdrawal, and peer relations. These effects differed by member sexual orientation and sexual orientation identity.

Frank Golom, Loyola University Maryland
Submitter: Frank Golom, fgolom@loyola.edu

23-13 The Role of Uncertainty in Employers’ Assessments of Immigrant Applicants

This study examined the role of perceived uncertainty in employers’ assessments of immigrant job applicants. It examined the relations between uncertainty and (a) employers’ perceptions of the effectiveness of selection procedures for immigrants and (b) their preference for hiring immigrant applicants who have Canadian experience.

Leah Hamilton, Mount Royal University
Mitchell Rothstein, University of Western Ontario
Victoria Esses, University of Western Ontario
Christian Cook, Mount Royal University
Submitter: Leah Hamilton, lhamilton@mtroyal.ca

23-14 Coping With Ageism at Work

This study investigated perceptions of ageism at work and associated coping mechanisms. It was found that workplace ageism is perceived as less serious than racism or sexism and that targets of ageism are less likely to attribute negative hiring outcomes to discrimination. This coping mechanism is commonly employed by women and minorities.

Sonia K. Kang, University of Toronto
Alison L. Chasteen, University of Toronto
Crystal Tse, University of Waterloo
Submitter: Jacob Hirsh, jacob.hirsh@rotman.utoronto.ca

23-15 The Effect of Arab Accent on Promotion Decisions

This study examined the effects of the accent (standard American English vs. Arab) and performance level (average vs. high) of a hypothetical female employee on promotion decisions. Overall results showed that the Arab-accented employee did not suffer from negative consequences once she was securely employed.

Megumi Hosoda, San Jose State University
Submitter: Megumi Hosoda, megumi.hosoda@sjsu.edu

23-16 Stigma on the Spectrum: Disclosure Experiences Among Individuals With Autism

This study examined disclosure decisions and unintentional disclosure among working adults on the autism spectrum, as well as the impact
of these disclosure experiences on employee well-being. Findings indicate that who one discloses to and whether or not they have the choice in disclosure has significant implications for their well-being.

Tiffany D. Johnson, Pennsylvania State University
Aparna Joshi, University of Illinois at Urbana-Champaign
Submitter: Tiffany Johnson, tdj124@smeal.psu.edu

23-17 How Does Ethnic Identification Influence Resumé Evaluations?: Exploring Psychological Mechanisms

This research examined how and why strongly identified minorities are evaluated more negatively than weakly identified minorities in hiring contexts. It was found that perceiver anxiety mediates the relationship between cues of a strong identification with a minority ethnic group and speed of contacting.

Christine M. Y. Kermond, Michigan State University
Ann Marie Ryan, Michigan State University
Jonathan Murphy, Illinois Institute of Technology
Submitter: Christine Kermond, kermond@msu.edu

23-18 Russian Workers’ Experiences With and Perceptions of Sexually Harassing Behavior

Despite more than 3 decades of research revealing that workplace sexual harassment (SH) can wreak havoc for the people and organizations, little is known about the perception of SH by workers outside of Western, industrialized cultures. This study examined factors that influence Russian workers’ perceptions of and experience with SH.

Deborah Knapp, Kent State University
Julia Levashina, Kent State University
Cathy L. Z. DuBois, Kent State University
Mary Hogue, Kent State University
Marina N. Astakhova, University of Texas at Tyler
Robert H. Foley, Kent State University
Submitter: Deborah Knapp, dknap1@kent.edu

23-19 Black–White Differences in Job Satisfaction: A Meta-Analysis

Studies examining Black–White differences in job satisfaction have yielded inconsistent findings. Using meta-analysis, no main effect of race was found. However, African Americans tend to report higher job satisfaction in public-sector and low complexity jobs, but Whites tend to report higher job satisfaction in private-sector and high complexity jobs.

Chee Wee Koh, University of South Florida
Tiffany T. Lee, University of South Florida
Winny Shen, University of South Florida
Submitter: Chee Wee Koh, cheewee@mail.usf.edu

23-20 Was That Racist? Perceptions of Racial Microaggressions

This study investigated the use of bystanders’ racial attitudes to predict the likelihood of their perceiving a racial microaggression as racially motivated. Situational mediators of the attitude to attribution relations were examined as well. Results indicate that microaggression components do mediate the attitude to attribution relationship.

Deborah Lee, University of Missouri-St. Louis
Stephanie M. Merritt, University of Missouri-St. Louis
Submitter: Deborah Lee, debbie.lee@mac.com

23-21 Self-Esteem Deepens or Alleviates Stereotypes in Negotiations, Depending on Contingencies

Results demonstrate a 3-way interaction between self-esteem level, social contingent self-esteem, and gender stereotype activation on women negotiators’ outcomes. Results also suggest the same 3-way interaction influences women accommodation level, which had a marginally significant impact on women’s outcomes. Theoretical and practical implications are discussed.

Changhong Lu, Singapore Management University
Layne Paddock, Singapore Management University
Jothen Paddick, Singapore Management University
Submitter: Changhong Lu, maylv_37@msn.com

23-22 Sexual Orientation and Behavior Style: Influencing Perceptions of Men’s Leadership

Drawing from role congruity and implicit inversion theories, this study used an experimental design to examine the effects of sexual orientation and behavioral style (agentive/masculine, communal/ feminine) on perceptions of male leaders. Results indicate no main effect for sexual orientation, and a marginal interactive effect on ratings of effectiveness.

Kristin E. Mann, DePaul University
Alice F. Stuhlmacher, DePaul University
Submitter: Kristin Mann, kristinemann@gmail.com

23-23 Female Managers: The Role of Implicit Attitudes and Organizational Climate

This study assessed explicit and implicit attitudes toward female managers on ratings of quality and fit, including organizational climate (agentic/communal) as a moderator. Findings indicate higher fit ratings for male candidates in the agentic condition and lower quality ratings for female candidates.

Priyanka Mitra, Baruch College, The Graduate Center, CUNY
Casey C. Smith, Baruch College, The Graduate Center, CUNY
Charles A. Scherbaum, Baruch College, The Graduate Center, CUNY
Submitter: Priyanka Mitra, pmitra@gc.cuny.edu

23-24 Marital Status, Gender, and Sexual Orientation: Implications for Organizational Decisions

Marital status bias in hiring decisions has been found to influence decisions for men and women differently. With sexual orientation bias in the workplace being a growing issue, this study examined how gender and orientation bias interacted, finding a 3-way interaction of gender, marital status, and orientation on ratings.

Katie Kufahl, Southern Illinois University Edwardsville
Joel T. Nadler, Southern Illinois University Edwardsville
Submitter: Joel Nadler, jnadler@siue.edu

23-25 Sexual Orientation: Reducing Bias in Selection Through Accountability

Bias targeting sexual orientation in the evaluation of applicant interviews was examined. Men held more explicit and implicit negative attitudes towards homosexuals compared to women. Bias was found favoring heterosexual over homosexual candidates in interview ratings, and this bias was unaffected by frame-of-reference (FoR) training but was reduced by accountability.

Joel T. Nadler, Southern Illinois University Edwardsville
Michelle C. Western, Southern Illinois University Edwardsville
Submitter: Joel Nadler, jnadler@siue.edu
23-26 The Invisible Stigma of “Workplace-Napping-Is-Bad”

Two experimental studies evidenced that (a) there existed an invisible stigma against napping in the workplace: working adults expressed unfavorable attitudes and judgments of nappers, and (b) there was a significant 3-way interaction among napping behavior (napping vs. awake), organizational practice (nap tolerance vs. control), and observers’ work ethics.

Hannah-Hanh D. Nguyen, University of Hawaii at Manoa
Sonia Ghumman, University of Hawaii at Manoa
Eddie Bui, California State University-Long Beach
Michelle Jurica, California State University-Long Beach
David J. Whitney, California State University-Long Beach
Submitter: Hannah-Hanh Nguyen, hhnguyen@hawaii.edu

23-27 Effects of Manager Race and Generation on LGBT Performance Evaluations

Participants were informed that the study focused on the performance evaluations of a prospective new manager. Results show that workplace discrimination of LGBT individuals on evaluations occurs along generational but not ethnic lines. Specifically, members of Generation Y assigned higher performance evaluation scores to a gay manager than Baby Boomers.

Alexandra Caple, University of North Carolina Wilmington
Brian Roote, CEB
Lisa Baranik, East Carolina University
Submitter: Brian Roote, brian.roote@SHL.com

23-28 Stereotypes of Gays in the Military: Multiple Identities and Incongruities

Perceptions of lesbians and gay men have not been studied since Don’t Ask Don’t Tell’s repeal allowed them to serve openly in the military. This research found sexual and gender-based identities interact, with the masculine military context also moderating perceptions. Results both confirm and contradict prior scholarship, with implications for theory and practice.

Joshua C. Rutter, Baruch College & Graduate Center, CUNY
Karen S. Lyness, Baruch College & Graduate Center, CUNY
Jolie M. B. Terrazas, Baruch College & Graduate Center, CUNY
Martine C. Maculaitis, Baruch College & Graduate Center, CUNY
Christine R. Smith, Baruch College & Graduate Center, CUNY
Cristina M. Arroyo, Baruch College & Graduate Center, CUNY
Submitter: Joshua Rutter, rutter.joshua@gmail.com

23-29 The Queen’s Speech: Auditory Sexual Orientation Cues in Interview Contexts

An indirect relationship was found between masculinity of male voices and job-related discrimination through perceptions of homosexuality, such that more feminine voices were rated as more likely to be gay and thus received more negative job suitability ratings in interview contexts. Thus, selection systems may be susceptible to biases.

Isaac E. Sabat, George Mason University
Larry R. Martinez, Pennsylvania State University
Submitter: Isaac Sabat, isaac.sabat@gmail.com

23-30 Secrets to the Top: What Women Leaders Do to Succeed

This study was conducted to understand what skills, experiences, personality characteristics, and methods senior women leaders have that led them to being successful within the foodservice industry. Systematic differences were found between those in C-level positions and lower level positions.

Belinda K. Smith, Kenexa, an IBM Company
Lauren N. Harkrider, Kenexa, an IBM company
Submitter: Belinda Smith, smithb@us.ibm.com

23-31 Gender Composition in Work Teams: Why Men Need Women

This study examined the impact of team gender composition on individual perceptions of inclusion, cohesion, trust, and conflict, and external ratings of team performance. Men reported the most positive reactions in gender-balanced teams, but no significant effect of team composition was found for women. Predominantly female teams performed best.

Kaitlin R. Thomas, George Washington University
Lynn R. Offermann, George Washington University
Lindsey N. Smith, The George Washington University
Submitter: Kaitlin Thomas, kthomas@gwmail.gwu.edu

23-32 The Impact of Interpersonal Discrimination on Health: Can Mentors Help?

This research found that interpersonal discrimination resulted in significant negative physical health outcomes in academicians. It was additionally hypothesized but not found that mentor support was an ameliorative moderator. Implications of the pernicious effects of interpersonal discrimination and inability of social support to help in reducing these effects are explored.

Rachel Trump, Rice University
Michelle (Mikki) Hebl, Rice University
Submitter: Rachel Trump, rachel.c.trump@rice.edu

23-33 Laying the Groundwork for Research on Race and Gender Intersectionality

This research contributes to work on race and gender intersectionality by assessing the descriptive and prescriptive stereotypes for Black and White women and men on dominance, agency, and communality. That unique patterns of descriptive and prescriptive stereotyping lead to distinct types of discrimination toward each intersectional group is suggested.

Erika Hall, Northwestern University
Elia Washington, Northwestern University
Submitter: Elia Washington, e-washington@kellogg.northwestern.edu

23-34 When Leaning In Isn’t Enough: Combating Organizational Structural Barriers

This paper examined the impact of messaging about gender inequality in organizations as a function of individual behaviors or structural barriers. Findings indicate that early career women are not aware of structural barriers they may face. In addition, raising awareness about structural barriers helped women to perform better when given a challenge.

Elia Washington, Northwestern University
Submitter: Elia Washington, e-washington@kellogg.northwestern.edu

23-35 Women’s Representation in STEM: The Role of Female Faculty

This study examined factors that contribute to women’s underrepresentation in STEM fields. Results indicate that the number of female faculty within STEM majors mediates the relationship...
23-36 Career Exploration Using the O*NET Skills Search Tool for Aspies

This study utilized the O*NET Skills Search tool to identify appropriate, interesting, and attainable occupations for individuals with Asperger Syndrome. Results indicated that with individual skills taken into account, occupations perceived by individuals with AS as appropriate and attainable can be identified.

Cinthia Ramirez, LA County Office of Education
David J. Whitney, California State University, Long Beach
Christopher R. Warren, California State University, Long Beach
William Pedersen, California State University, Long Beach

Submitter: David Whitney, dave.whitney@csulb.edu

23-37 Employment Expectations for Individuals With Developmental Disabilities

Work expectations of 46 individuals with developmental disabilities (IDDs) and 46 case managers were contrasted. Although work expectations of case managers and IDDs with mild intellectual disability were closely aligned, a greater distinction in work expectations exists between case managers and IDDs with moderate/severe intellectual disability. Implications are discussed.

David J. Whitney, California State University, Long Beach
LeeAnn Christian, Regional Center Orange County
Jenni Smith, California State University, Long Beach
Milady Arenales, Fox Group
Stephanie Wahl, California State University, Long Beach
Christopher R. Warren, California State University, Long Beach

Submitter: David Whitney, dave.whitney@csulb.edu

23-38 Determining the Impact of Employee Religious Accommodation on Performance Ratings

This study attempted to determine if religious bias occurs during the frequently used organizational process of performance appraisal. The results indicate religious accommodation is significantly related to performance ratings with the religiosity of the rater moderating this relationship. Results also indicate a positive relationship between informational justice and performance ratings.

Dinah Camilleri, Florida Institute of Technology
Jessica L. Wildman, Florida Institute of Technology

Submitter: Dinah Camilleri, dccamiller2011@my.fit.edu

23-39 A Power and Dependence Approach to Behavioral Responses to Harassment

This conceptual paper examines how targets respond to sexual harassment through the lens of power and dependence theory. It examines how the power differential and task interdependence within the harasser–target dyad influence the target’s behavioral response to the harasser.

Heather M. Clarke, Memorial University
Submitter: Heather Clarke, v47hmcs@mun.ca

23-40 Exploring the Mathematics Gender Gap Using a Within-Person Approach

Women perform worse than men on word/applied mathematics problems but better on computations. However, this has rarely been examined directly and only from a between-persons perspective. The current within-person research addressed both of these issues and suggests that men do perform better than women on word/applied items compared to computations.

Paul Agnello, Baruch College and the Graduate Center, CUNY
Charles A. Scherbaum, Baruch College and the Graduate Center, CUNY

Submitter: Paul Agnello, agnellop@gmail.com


24.1 Manager as Coach: Defining, Developing and Measuring Effectiveness

Many organizations have identified the need to improve the coaching behaviors of their managers. In addition to exploring what “coaching” means in this context, this symposium presents research on defining and measuring the construct, training leaders to be better coaches, and the resulting outcomes.

David W. Bracken, OrgVitality LLC, Chair
Daniel B. Kuzmycz, PeopleFirm LLC, Further Elucidating the Construct and Prevalence of Managerial Coaching
Dana Milanovich Costar, OrgVitality LLC, David W. Bracken, OrgVitality LLC, The Impact of Trust and Coaching Relationship on Effectiveness Ratings
Julia Gard-Bertermann, Cincinnati Children’s Hospital Medical Center, Unleashing Employee Potential Through Coaching at CCHMC
Paul E. Levy, University of Akron, Discussant

Submitter: David Bracken, dwbracken@gmail.com

25. Alternative Session Type: 10:30 AM–11:20 AM

25.1 EnterTRAINment: Schoolhouse Rock Meets APA

Manuscripts with APA errors are 3 to 8 times more likely to be rejected when submitted for publication. This alternative session presents the results of a study that measured the effectiveness of a video intervention designed to teach how to use the APA Publication Manual.

Ruby A. Rouse, University of Phoenix, Presenter
Leslie A. Miller, LanneM TM, LLC/University of Phoenix, Presenter
John Peed, University of Phoenix, Presenter
Brad Kircher, Kircher Consulting Group, LLC/University of Phoenix, Presenter

Submitter: Leslie Miller, drleslieamiller@hotmail.com

26. Panel Discussion: 10:30 AM–11:50 AM

26.1 The Many Faces of I-O: Perspectives on Professional Identity

Although there is growing interest in professional identity of I-O psychologists, little is known about how professional identity is developed or modified depending on the work context. This panel provides a diverse, global sampling of I-O psychologists who will discuss their experiences, conceptualization, and development of their professional identities.
27. Roundtable/Conversation Hour: 10:30 AM–11:20 AM
Room 324
The STEM Pipeline: A Conversation
Concerns about the science, technology, engineering, and mathematics (STEM) pipeline are rising. This roundtable brings together I-O psychologists supporting and researching the STEM workforce and education. Audience-driven discussion and networking are the goals of the session. New practitioners in STEM-based organizations are especially encouraged to attend.

Liberty J. Munson, Microsoft, Host
Dusty L. McEwen, CGN Global, Host
Joselito C. Lualhati, Global Skills X-Change, Host
Brooke Lerman, ExxonMobil, Host
Nathan R. Kuncel, University of Minnesota, Host
Michelle (Mikki) Hebl, Rice University, Host
Mindy E. Bergman, Texas A&M University, Host
Submitter: Mindy Bergman, mindybergman@tamu.edu

28. Symposium/Forum: 11:00 AM–12:20 PM
Room 303AB
Evidence-Based Practice in Preemployment Integrity Testing: Validity, Applicability, and Usability
Practically relevant papers with newly collected job applicant data address the validity of integrity tests for emerging dimensions of job performance (e.g., intrapersonal and interpersonal competencies) and counterproductivity (e.g., organized crime collusion, workers' compensation claims), as well as their cross-cultural generalizability and usefulness among applicants of diverse backgrounds (low education, disadvantaged groups).

Deniz S. Ones, University of Minnesota, Chair
Brenton M. Wiernik, University of Michigan, Co-Chair
Dylan A. Cooper, University of Arizona, Joret E. Slaughter, University of Arizona, Stephen W. Gilliland, University of Arizona, Reducing Workers' Compensation Costs: The Influence of Implementing Integrity Testing
John W. Jones, General Dynamics Information Technology, Kelly D. Dages, General Dynamics Information Technology, Brian Dresscher, Vangent, Inc, Michael R. Cunningham, University of Louisville, Assessing Job Applicants' Risk of Colluding With Organized Crime Rings
Dara Pickering, Hogan Assessment Systems, Jeff Foster, Hogan Assessment Systems, Examining Relationship Between Employee Reliability and Job Performance for Managers
Stephan Dilchert, Baruch College, CUNY, Integrity Test Validity and Acceptability Among Applicants With Low Education
Deniz S. Ones, University of Minnesota, Brenton M. Wiernik, University of Minnesota, Chockalingam Viswanathan, Florida International University, Frank L. Schmidt, University of Iowa, Cross-Cultural Validity of Preemployment Integrity Tests: A Transcultural Meta-Analytic Investigation
Submitter: Deniz Ones, deniz.s.ones-1@tc.umn.edu

29. Master Tutorial: 11:00 AM–12:20 PM
Room 304A
Do-It-Yourself Cut Scores Using the General Eclectic Method
This session will familiarize the audience with the General Eclectic Method (GEM) of setting cut scores. The GEM is a flexible framework designed to optimize the standard setting process. Attendees will participate in activities to enhance their understanding of the process and extend what they learn beyond selection instruments.

Lorin M. Mueller, Federation of State Boards of Physical Therapy, Presenter
Submitter: Lorin Mueller, lmueller@fsbpt.org

30. Symposium/Forum: 11:00 AM–12:20 PM
Room 304B
Decision-Making Processes, Biases, and Heuristics Across the Employment Life Cycle
The authors of the 4 papers in this session will address the role of heuristics and biases in pre- and postemployment decision-making contexts among job seekers, hiring managers, and performance raters. Finally, a leading judgment and decision-making scholar will provide concluding thoughts and directions for future research.

Edgar E. Kaules, University of Chile, Chair
Kevin M. Walters, Colorado State University, Co-Chair
Edgar E. Kaules, University of Chile, Satoris S. Culbertson, Kansas State University, Shelby Anderson, Missouri State University, William S. Weyhrauch, Consortium Research Fellows Program, Unstructured Interview Information Increases Overconfidence in Predictions of Job Performance
Cynthia Kay Stevens, University of Maryland, Lisa Dragoni, Cornell University, Meredith F. Burnett, The George Washington University, How Do Job Seekers Evaluate Unfamiliar Organizations?
Jochen Reb, Singapore Management University, Shenghua Luan, Max Planck Institute for Human Development, Fast-and-Frugal Heuristics as Models of Performance-Based Decisions
Edgar E. Kaules, University of Chile, Satoris S. Culbertson, Kansas State University, Alexander T. Jackson, Kansas State University, Pedro Ig Leiva, University of Chile, Jochen Reb, Singapore Management University, Narcissism and the Hindsight Bias Following Favorable and Unfavorable Outcomes
Scott Highhouse, Bowling Green State University, Discussant
Submitter: Edgar Kaules, ekausel@uneconocios.cl

31. Symposium/Forum: 11:00 AM–12:20 PM
Room 306A
Proactive Behavior Revisited: Antecedents, Outcomes and New Perspectives
This symposium offers refined understanding of proactive work behavior, considering different forms of proactivity (presence/absence, personal/environmental, beneficial/harmful), its antecedents (personal and situational enhancers/suppressors), and its outcomes (for the self, others and the organization), with critical reflection about when and what form of proactivity is beneficial, and for whom.

Ying Wang, University of Western Australia, Co-Chair
Ben J. Searle, Macquarie University, Co-Chair
Ben J. Searle, Macquarie University, Sharon K. Parker, University of Western Australia, Dark Drivers of Proactivity: Stressors, Hindrance Appraisals and Anger
Hector Madrid, University of Sheffield/MIDEUC/Pontificia University, Católica Chile, Malcolm Patterson, University of Sheffield, Pedro Ig
Leiva, University of Chile, Negative Moods and Silence: Ruminative Complexity as Boundary Conditions
Sandra Ohly, University of Kassel, Denise E. Schubert, University of Kassel, Overcoming Barriers: The Role of Personal Initiative for Suggestion Making
Subrahmaniam Tangirala, University of Maryland-College Park, Srinivas Ekkirala, XLRI, Brady Firth, University of Maryland, Change the World or the Self? Proactivity Effects on Performance
Sharon K. Parker, University of Western Australia, Ying Wang, University of Western Australia, When Proactivity Meets Wisdom: Wise Proactivity, Initial Outcomes, and Antecedents
Submitter: Ying Wang, wangyinglena@gmail.com

32. Symposium/Forum: 11:00 AM–12:20 PM
Room 306B
Making the Most Out of Career Transitions
Managing career transitions is important for a successful career. This symposium addresses the necessary resources for managing career transitions and the consequences for people’s careers. Four empirical papers discuss both how a protean career attitude, employability, and interventions can improve career transitions, and how employers perceive their employees’ career transitions.
Jessie Koen, University of Amsterdam, Chair
Nicky Dries, KU Leuven, Rein De Cooman, KU Leuven, Effects of Protean Career Orientation on Person–Organization Fit Over Time
Belgin Okay-Somerville, University of Aberdeen, Dora M. Scholarios, Strathclyde University, Career Exploration and Employment Success: A Function of Contextual Barriers?
Jessie Koen, University of Amsterdam, Annelies van Vianen, University of Amsterdam, Edwin A. J. van Hoof, University of Amsterdam, Ute-Christine Klehe, Justus Liebig Universität Giessen, Autonomy During Reemployment: “The More, the Better” or “Fit”?
Steffanie L. Wilk, The Ohio State University, Gina Dobko, University of California, Davis, Erin Makarius, University of Akron, Does Unemployment Scar or Blemish? Perceptions of Capability After Reemployment.
Peter A. Heslin, Australian School of Business, Discussant
Submitter: Jessie Koen, j.koen@uva.nl

33. Symposium/Forum: 11:00 AM–12:20 PM
Room 309
Explaining Reactions to Workplace Incivility: A Collection of Mediators
To unveil the underlying processes that explain individuals’ reactions to workplace incivility, this symposium explores cognitive, affective, and behavioral mediators of incivility effects. Specifically, it investigates rumination, affect, coping, and interpersonal deviance in understanding reactions to incivility. Thus, the range of responses that can explain workplace incivility processes are revealed.
Jennifer Bunk, West Chester University, Co-Chair
M. Sandy Herschovis, University of Manitoba, Co-Chair
Jenna C. Shapiro, University of Connecticut, Vicki J. Magley, University of Connecticut, Incivility at the Daily Level: The Mediating Effects of Rumination
Melissa C. Sekundiak, University of Manitoba, Nick Turner, University of Manitoba, Sarah McAmmond, University of Manitoba, Amy Christie, Wilfrid Laurier University, Lilia M. Cortina, University of Michigan, M. Sandy Herschovis, University of Manitoba, Tara C. Reich, London School of Economics, Observing Workplace Aggression: Effects of Observer Power on Incivility Intervention
Loie S. Gervais, University of Manitoba, M. Sandy Herschovis, University of Manitoba, Ann-Francis Cameron, HEC Montreal, Melissa C. Sekundiak, University of Manitoba, Coping With Incivility: Consequences of Different Coping Styles
Submitter: Jennifer Bunk, jbunk@wcupa.edu

34. Panel Discussion: 11:00 AM–12:20 PM
Room 311
Beyond 70-20-10 Leadership Development
Given all that we know about on-the-job development, organizations still struggle to make it happen. They talk about 70-20-10 development but often misapply the concepts or fail to turn general principles into purposeful action. Five experts who have extensive experience in this area will share experiences and lessons learned.
Morgan W. McCall, University of Southern California, Co-Chair
Paul Y. Rost, Seattle Pacific University, Co-Chair
Jeffrey J. McHenry, Rainier Leadership Solutions, Panelist
Patricia O’Connor, Westfarmers Ltd., Panelist
Mary Plunkett, Carlson, Panelist
Submitter: Paul Rost, yostp@spu.edu

35. Panel Discussion: 11:00 AM–12:20 PM
Room 314
Leading Global Teams: Translating Science Into Practice
Increases in international business and communication technology have led to a dramatic increase in global teams within organizations. In this panel, authors from an upcoming book, Leading Global Teams: Translating the Multidisciplinary Science to Practice, will draw upon organizational science to distill best practices for effectively managing global teams.
Jessica L. Wildman, Florida Institute of Technology, Chair
Paula Caligiuri, Northeastern University, Panelist
Dorothy R. Carter, Georgia Institute of Technology, Panelist
Marcus W. Dickson, Wayne State University, Panelist
Richard L. Griffith, Florida Institute of Technology, Panelist
Lisa A. Steelman, Florida Institute of Technology, Panelist
Submitter: Jessica Wildman, jwildman@fit.edu

36. Panel Discussion: 11:00 AM–12:20 PM
Room 316C
Best Practices in the Collection of High-Quality Field Data
To publish in leading journals, it is increasingly important that researchers know how to collect high-quality field data, meaning data that maximize the internal and external validity of their research. In this session, 4 distinguished researchers will describe approaches they have used to overcome challenges in collecting such data.
Laurent M. Lapiere, University of Ottawa, Co-Chair
Russell A. Matthews, Bowling Green State University, Co-Chair
Lilian T. Eby, University of Georgia, Co-Chair
Russell E. Johnson, Michigan State University, Panelist
Debra A. Major, Old Dominion University, Panelist
Donald M. Truxillo, Portland State University, Panelist
Submitter: Laurent Lapiere, lapiere@tefier.ottawa.ca
Work–family balance is a popular yet inconsistently defined topic. This symposium aims to gain consistent definition, assessment, and prediction of work–family balance, and its implications for scientific inquiry. It is designed to bridge the gap between different researchers who study work–family balance from diverse perspectives.

The symposium will present a comprehensive examination of work–family balance, drawing upon a variety of research methodologies and perspectives. It will feature presentations from leading scholars in the field, who will provide insights into the latest research findings and future directions for research.

Emphasizing the individual perspective on balance, this symposium incorporates 5 papers that explore how balance is defined and measured, its correlates, and how it changes over time.

Wendy J. Casper, University of Texas at Arlington, Co-Chair
Heather N. Odle-Dusseau, Gettysburg College, Co-Chair

Wendy J. Casper, University of Texas at Arlington, Sara De Hauw, Vlerick Business School, Julie Ho Wayne, Wake Forest University, Jeffrey H. Greenhaus, Drexel University, A Review of the Meaning and Measurement of Work–Life Balance

Jeffrey H. Greenhaus, Drexel University, Jonathan C. Ziegert, Drexel University, Tammy D. Allen, University of South Florida, Relationships of Work–Family Conflict and Enrichment With Work–Family Balance

Heather N. Odle-Dusseau, Gettysburg College, Julie Holiday Wayne, Wake Forest University, Russell A. Matthews, Bowling Green State University, Predicting Work–Family Balance: Authenticity in Work and Family Roles

Morgan Wilson, University of Illinois-Chicago, Jenny M. Houbler, University of Illinois-Chicago, Employee Responsiveness to Work–Nonwork Technological Interruptions and Work–Family Balance

Marcus C. Butts, University of Texas at Arlington, Lillian T. Eby, University of Georgia, Tammy D. Allen, University of South Florida, Melissa Mitchell, University of Georgia, Jessica L. Mullenburg, University of Georgia, Work–Nonwork Balance and Health-Related Outcomes: A Latent Growth Modeling Approach

Submitter: Heather Odle-Dusseau, hodle@gettysburg.edu

40. Panel Discussion: 11:00 AM–11:50 AM
Room 323B
Challenges Facing Project Teams: Towards a Specific Research Agenda

Projects are how many organizations conduct their business, develop and implement innovations, and proactively adjust to become more efficient and effective. Yet, projects often fail because of “human factors.” A panel of world renowned scholars will discuss how I-O psychology can contribute specifically to help project teams succeed.

Francois Chiocchio, University of Ottawa, Chair
Steve W. J. Kozlowski, Michigan State University, Panelist
Brian Hobbs, Université du Québec à Montréal (UQAM), Panelist
Eduardo Salas, University of Central Florida, Panelist
Richard J. Klimoski, George Mason University, Panelist

Submitter: Francois Chiocchio, chiocchio@teifel.uittawa.ca

41. Symposium/Forum: 11:00 AM–12:20 PM
Room 323C
A Critical Review of Mechanical Turk as a Research Tool

Crowdsourcing is a quick way to gather information, and Amazon’s Mechanical Turk (MTurk) is the dominant crowdsourcing application for researchers. Despite research touting MTurk, a number of concerns remain. Professionals are brought together to discuss advantages and disadvantages of MTurk to determine its utility for data collection for psychological research.

Blaine H. Gaddis, Hogan Assessment Systems, Chair
Jeff Foster, Hogan Assessment Systems, Blaine H. Gaddis, Hogan Assessment Systems, Lessons Learned From Using MTurk to Pilot New Items

Peter D. Harms, University of Nebraska, Lincoln, Justin A. DeSimone, University of Nebraska, Lincoln, Questioning the Quality of MTurk Data: A Data Cleaning Perspective

Mark Woolsey, Southwest Missouri State University, Robert G. Jones, Missouri State University, Issues in Developing a Cross-Cultural Crowdsourcing Survey
42. Symposium/Forum: 11:00 AM–12:20 PM
Room 327

Pushing the Boundaries of Psychological Contract Theory and Research

After 2 decades of research focused on a select variety of topics and use of limited research methodologies, the study of psychological contracts has recently expanded into vibrant new areas of research, capitalizing on methodologies that push the boundaries of extant knowledge. This symposium showcases exciting examples of such work.

Samantha D. Montes, University of Toronto, Chair
Maria Tompour, Carnegie Mellon University, Relations Among Psychological Contract Type, Employee Contributions, and Employer Investments
Samantha D. Montes, University of Toronto Scarborough, David Zweig, University of Toronto Scarborough, Do Promises Matter? Yes, to the Disagreeable, Neurotic, and Unconscious
Lisa Schurer Lambert, Georgia State University, Jeff Schatten, Georgia State University, Perceptions of Job Mobility Modifying Psychological Contract Evaluation
Prashant Bordia, Australian National University, Simon L. D. Restubog, Australian National University, Sarbari Bordia, Australian National University, Robert L. Tang, De La Salle-College of Saint Benilde, Examining Breach of Employee Obligations in a Resource Context
Stefan T. Mei, University of Amsterdam, Merel P. Knoppe, Gemeente Zaanstad, Matthijs Bal, University Amsterdam, Marjolein ten Hoonte, Randstad Netherlands, Temporary Employees’ Dual Psychological Contracts: Serial Mediation and Parallel Spillover
Submitter: Samantha Montes, montes@utsc.utoronto.ca

43. Community of Interest: 11:00 AM–12:20 PM
Room 328

Evidence Based Practice: How Empirical Findings Should Guide Us

Alison R. Eyring, Organisation Solutions Pte, Ltd., Host
Sven Kepes, Virginia Commonwealth University, Host
Christopher P. Cerasoli, The Group for Organizational Effectiveness (gOE), Coordinator

44. Special Events: 11:00 AM–11:50 AM
Theatre 310

How Big of a Change Will Big Data Bring?

In this session, 4 scientists–practitioners come together to discuss what Big Data means in the field of I-O psychology and its implications. The speakers will then engage in a “fun” debate on whether Big Data is likely to bring about incremental or revolutionary changes to the field.

Madhura Chakrabarti, Dell Inc., Co-Chair
Elizabeth A. McCune, Microsoft Corporation, Co-Chair
Kathryn Dekas, Google, Presenter
Scott C. Erker, Development Dimensions International (DDI), Presenter

45. Poster Session: 11:30 AM–12:20 PM
Ballroom C

Leadership and Leadership Development

45-1 Evaluation of Leadership Development Coaching: The Impact of Personality

This study explores factors that relate to perceptions of leadership coaching effectiveness. It finds that personality characteristics of the coaching participant relate to their perceptions of effectiveness. Further, coach–participant personality profile match on “dark side” personality characteristics relate to perceptions of the value and usefulness of the coaching session.

Heather M. Bolen, Hogan Assessment Systems
Kimberly S. Nei, Hogan Assessment Systems
Karen M. Fuhrmeister, Hogan Assessment Systems
Submitter: Heather Bolen, hbolen@hoganassessments.com

45-2 Executive Coaching Research: Toward a Context-General Model

This paper develops a context-general model of executive coaching that highlights the mediating psychological variables that help to explicate the complex relationship of coaching. In addition, it outlines a comprehensive literature review of academic and practitioner executive coaching from 2005 to the present. This integration has implications for coaches and HR professionals alike.

Christopher Coultas, University of Central Florida
Shirley Sonesh, University of Central Florida
Lauren E. Benisheik, Institute for Simulation and Training
Eduardo Salas, University of Central Florida
Submitter: Chris Coultas, ccoultas@ist.ucf.edu

45-3 Trust-Based Relationship: A Key Factor for a Multisource Feedback Program

This study examined the potential organizational level benefits of multisource feedback programs (MSF) within a moderated-mediation framework. It was found that MSF enhanced the competitiveness of human capital when trust-based relationships among employees were established within an organization. In addition, a conditional indirect effect of MSF was found to predict organizational financial performance.

Kyoung Yong Kim, University of Houston
William D. Presson, University of Houston
Submitter: Kyoung Yong Kim, kimx1616@umn.edu

45-4 Leader Coaching and Employee Performance: A Multilevel Moderated Mediation Model

This multilevel study used multisource and lagged data to examine the relationships between leader coaching and employee performance. Our results indicated that career commitment served as the mediator between these 2 variables, and future work self-salience strengthened the relationship between leader coaching and employee career commitment.

Weipeng Lin, Peking University
Qi Zhang, Peking University
45-5 Understanding the Unique Importance of Self-Awareness in Leader Development

Leadership scholars often operationalize self-awareness as self–other agreement about behavior. However, this approach offers little developmental utility for leaders. This paper establishes a 3-dimensional direct measure of self-awareness, validated against actual 360-degree rated behavior and self–other agreement measures. Incremental validity beyond that of other leader effectiveness predictors is also assessed.

Richard R. Reilly, Stevens Institute of Technology
Peter G. Dominick, Stevens Institute of Technology
Allison S. Gabriel, Virginia Commonwealth University
Submitter: Richard Reilly, reilly@stevens.edu

45-6 Leadership Group Coaching: Do Competencies, Career Mobility, and Retention Improve?

In this study, leadership group coaching was evaluated within a large healthcare organization. Results indicate that individuals who completed the program, in comparison with those who did not, showed significantly improved leadership competencies and significantly higher retention rates 1 year post program. Implications for leadership development programs are discussed.

Courtney L. Holladay, University of Texas, MD Anderson Cancer Center
Jessica M. Reyes Liske, University of Texas, MD Anderson Cancer Center
Submitter: Jessica Reyes Liske, jesreyes@mdanderson.org

45-7 How Does Coaching Work? A Mixed-Method Analysis

This poster focuses on exploring how executive coaching works. Through the use of semistructured interviews, unique issues involved in executive coaching were identified, and subsequently, a longitudinal survey to further investigate the mediating mechanisms that are involved in successful coaching engagements was developed.

Shirley Sonesh, University of Central Florida
Christopher Coultas, University of Central Florida
Eduardo Salas, University of Central Florida
Submitter: Shirley Sonesh, ssonesh@ist.ucf.edu

45-8 Leader–Member Exchange and Employee Creativity: The Role of Positive Emotion

It was hypothesized that the relationship between leader–member exchange (LMX) and employee creativity is mediated by positive emotion. The analysis of responses obtained from 146 employees and their 36 supervisors from Malaysian organizations indicated a significant positive effect of LMX on creativity, but the effect was fully mediated by positive emotion.

Mahfooz A. Ansari, University of Lethbridge
Rehana Aafagi, University of Lethbridge
Submitter: Mahfooz Ansari, mahfooz.ansari@uleth.ca

45-9 Abusive Supervision and Proactivity: A Social Identity Perspective

This poster investigated the effect of abusive supervision on subordinates’ proactive behavior. Results showed that subordinates’ perceived insider status mediates the negative relationship between abusive supervision and proactive behavior. Further, it was found that the negative relationship between abusive supervision and perceived insider status is stronger for female than male subordinates.

Kan Ouyang, The Hong Kong Polytechnic University
Wing Lam, The Hong Kong Polytechnic University
Ziguang Chen, City University of Hong Kong
Submitter: Ziguang Chen, mgzgchen@cityu.edu.hk

45-10 A Field Study of Leader Humor and Leader–Member Exchange Quality

This research conceptualizes humor as a socioemotional exchange resource and explores leader humor as an antecedent of LMX. It was found that leader humor significantly predicts LMX, and LMX also mediates the effects of leader humor on key outcomes. Support for these relationships is found using both same-source and cross-dyad responses.

Cecily D. Cooper, University of Miami
Dejun Tony Kong, University of Richmond
Submitter: Cecily Cooper, cecily@miami.edu

45-11 Upward Influence Tactics, Upward Influence Effectiveness, LMX, and Trust

This poster examined the relationship between upward influence tactics and upward influence effectiveness, leader–member exchange, and trust in the national population of industry/university cooperative research centers supported by the National Science Foundation. Upward influence tactics were significantly related to all outcomes.

Donald D. Davis, Old Dominion University
Nathan Bjornberg, Old Dominion University
Submitter: Donald Davis, DDDavis@odu.edu

45-12 Leader Listening and Subordinate Attitudes: A Cross-Cultural Experimental Study

The impact of expectations of and differences in leader listening skill on subordinate satisfaction, engagement, and behavior will be studied experimentally across 3 different cultures: the U.S., France, and Morocco.

Nawal Es-Sabahi, Hofstra University
Seymour Adler, Aon Hewitt
Submitter: Nawal Es-Sabahi, nawal.essabahi@hotmail.fr

45-13 Context of Error: A Situation Bound for Disaster

This experimental study investigates the role of context as an antecedent of error (task, interpersonal, ethical) and performance outcomes (quality, originality, elegance). Results indicate that some contexts have a stronger negative effect on performance than others, but this relationship can be moderated by team expertise and support for the leader.

Dawn L. Eubanks, The University of Warwick
Lily Cushenbery, Penn State University
Sam T. Hunter, Penn State University
Andra Serban, The University of Warwick
Submitter: Dawn Eubanks, dawn.eubanks@wbs.ac.uk
45-14 Network Characteristics and Leader Use of Collective Influence Tactics

Leadership is a social process and team leadership, in particular, requires the consideration of the social context in which it operates. This study focuses on evaluating how the characteristics of a team’s social network relate to the collectivistic influence strategies that leaders choose to accomplish team tasks.

Tamara L. Friedrich, University of Warwick
Jennifer A. Griffith, University of Oklahoma
Michael D. Mumford, University of Oklahoma
Submitter: Tamara Friedrich, tamara.friedrich@gmail.com

45-15 Impact of Aggressive Humor on Dysfunctional Resistance

This study investigates aggressive humor with abusive supervision, negative emotions at work and dysfunctional resistance. A sample of 235 full-time working employees participated in the study. Aggressive humor was related to dysfunctional resistance. Finally it moderated the relationship between abusive supervision and dysfunctional resistance.

Ashita Goswami, Central Michigan University
Prakash K. Nair, Infosys Ltd
Michael Grossenbacher, Central Michigan University
Submitter: Ashita Goswami, goswa1a@cmich.edu

45-16 Authentic Leadership and Voice: Mediating Role of Follower Voice Efficacy

This study proposed, tested, and found that authentic leadership affected followers' voice via their voice self-efficacy. The results showed that high leader–member exchange (LMX) enhanced the positive effect of authentic leadership on followers' voice self-efficacy and that authentic leadership was positively (negatively) associated with followers' voice when LMX was high (low).

Lei Huang, University of Nebraska-Lincoln
Fred Luthans, University of Nebraska
Submitter: Peter Harms, pharm2@unl.edu

45-17 Antecedents and Consequences of Destructive Leadership: A Resource Depletion Perspective

This study examines a multilevel relationship among supervisors' emotional exhaustion, destructive leadership, and subordinate deviance. Results show that destructive leadership mediates the positive relationship between supervisors' emotional exhaustion and subordinate deviance only when supervisors are faced with underperforming subordinates and exhibit lower self-monitoring.

Catherine K. Lam, City University of Hong Kong
Frank Walter, University of Groningen
Xu Huang, The Hong Kong Polytechnic University
Submitter: Catherine Lam, mg.cat@cityu.edu.hk

45-18 When Supervisors Lash Out: A Self-Control Model of Abusive Supervision

Drawing upon self-control theory, it is predicted that subordinate poor performance elicits supervisor hostility, which in turn results in abusive supervision. Moreover, supervisor self-control mitigates both the experience of hostility and the behavioral enactment of hostility. In a multilevel field study with supervisor–subordinate teams, support was found for the proposed model.

Huiwen Lian, The Hong Kong University of Science and Technology
Lindie H. Liang, University of Waterloo
Douglas J. Brown, University of Waterloo
Lance Ferris, The Pennsylvania State University
Submitter: Lindie Liang, lindie.liang@gmail.com

45-19 Antecedents of Influence Behavior: A Multilevel Approach

This study applied social relations analysis to network reports of interpersonal influence tactics to appropriately isolate individual level effects and identified several individual differences (i.e., personality traits, attachment styles, demographics, and personal history) that predict the influence tactics that individuals employ and receive.

Kevin M. Mullaney, University of Illinois at Urbana-Champaign
Daniel A. Newman, University of Illinois at Urbana-Champaign
Submitter: Kevin Mullaney, mullaney.family@gmail.com

45-20 How Followers Experience Leader Influence Tactics: A Two-Factor Model

Using meta-analytic structural equation modeling, the factor structure of follower perceptions of leader influence tactics was assessed, finding support for a 2-factor structure of hard and soft influence through comparison of competitive models and assessment of the incremental and specific validity of the 2 factors.

Kevin M. Mullaney, University of Illinois at Urbana-Champaign
Daniel A. Newman, University of Illinois at Urbana-Champaign
Submitter: Kevin Mullaney, mullaney.family@gmail.com

45-21 “Social Death”: The Curvilinear Effect of Leader–Member Exchange on Ostracism

This study was conducted to demonstrate there are exceptions to the norm that high-quality LMX relationships are equivalent to positive outcomes. A curvilinear relationship is hypothesized and supported suggesting members in low- and high-quality LMX relationships are subjected to more ostracism, a negative organizational outcome, than members in middle-quality relationships.

Terry A. Nelson, University of Alaska Anchorage
Peter Wright, University of Memphis
Kori Callison, University of Houston
Submitter: Terry Nelson, terry.nelson@uaa.alaska.edu

45-22 The Androgyny of Leadership: Expectations of Male and Female Leaders

Mental models of male and female leaders were compared using social networking techniques that created holistic models of expectations of leaders in terms of gender stereotypes, implicit leadership theories, and transformational leadership traits. Expectations for male leaders were largely similar to those for females. However, certain noteworthy differences are discussed.

Alycia L. Perez, Research Facilitation Team/Army Analytics Group
Rosalie Hall, Durham University Business School
Amy F. Dravecky, University of Akron
Submitter: Alycia Perez, alycia.l.perez.ctr@mail.mil

45-23 Leadership Expression in Context

This poster examined CEOs’ facial expressions in favorable, neutral, and unfavorable contexts. It was found that CEOs tended to use more positive emotion and facial expressions in negative con-
45-24 Leadership Acuity: Matching Team Members to Tasks During Role Assignment

This paper introduces a new concept called leadership acuity, which is used to explain why some leaders are better than others at configuring team members into roles. It is argued that leadership acuity is a joint function of ascertaining team member characteristics and subtasks in broader goal pursuit.

Alex Rubenstein, University of Florida
Submitter: Alex Rubenstein, alex.rubenstein@warrington.ufl.edu

45-25 An Examination of the Cascading Effect of Shared Leadership

This study examines how shared leadership flows. It illustrates that supervisors’ perceptions of shared leadership in their work groups cascades to impact the shared leadership of lower-level teams. This flow is moderated by supervisors’ satisfaction and mediated by lower team empowerment climate, and is ultimately related to reduced conflict.

Jaclyn Shor, Drexel University
Jonathan C. Ziegert, Drexel University
Submitter: Jaclyn Shor, jacmargolis@gmail.com

45-26 Leader’s and Follower’s Power Distance Moderating Abusive Supervision–Voice Relations

One experiment and one field study were conducted to test a social hierarchy abusive supervision–employee voice model that explicates the mediating role of leader–member exchange (LMX) and moderating roles of power distance orientations (PDO). Results show that follower PDO mitigates first stage relation whereas leader PDO exacerbates second stage relation.

Riki Takeuchi, The Hong Kong University of Science and Technology
Cass Shum, The Hong Kong University of Science and Technology
Huwen Lian, The Hong Kong University of Science and Technology
Submitter: Cass Shum, cass.shum@gmail.com

45-27 Measuring the Dark Triad of World-Class Leaders at a Distance

The study of the Dark Triad, narcissism, psychopathy, and Machiavellianism, among world-class leaders has become an important topic, but access to these leaders is difficult. We describe a computerized content analysis procedure that allows researchers to measure components of the Dark Triad from publicly available Fortune 100 CEO interviews.

William D. Spangler, Binghamton University, SUNY
Alka Gupta, Lynchburg College
Alexander R. Knights, Binghamton University, SUNY
Submitter: William Spangler, spangler@binghamton.edu

45-28 Effects of Leadership Themes in Presidential Rhetoric on Follower Evaluation

Transformational leadership and social identity theories were used to identify key variables in follower reactions to U.S. presidential speeches. Datasets were acquired from The Roper Center for Public Opinion (N = 3,552). Consistent with theory, data revealed significant effects of leadership themes and political party affiliation on follower reactions.

Oriel J. Strickland, California State University-Sacramento
Kolbi Couts, California State University-Sacramento
Submitter: Oriel Strickland, ojstrick@csus.edu

45-29 The Art of Followership: Applying Aesthetics to Implicit Followership Theories

This poster investigated the application of implicit followership theories (IFTs) as an art form by inconspicuously triggering IFTs in participants using word-art posters. Results show IFTs can be triggered via aesthetic forms and can shape action tendencies. Findings contribute to the emerging fields of IFTs and organizational aesthetics.

Thomas Sy, University of California, Riverside
Dov Eden, Tel Aviv University
Submitter: Thomas Sy, thomas.sy@ucr.edu

45-30 Effects of Different Implicitly Endorsed Leadership Styles in Three Cultures

This study investigated how implicitly endorsed leadership styles impacted actual performance outcomes in 3 different cultures. Results indicated that the effects of leadership styles vary across different cultures. Charismatic leadership was related to some aspects of performance in North America, Team-oriented leadership in Asia, and participative leadership in Latin America.

King Y. Tang, Korn Ferry
Guangrong Dai, Korn Ferry
Submitter: King Y. Tang, king.tang@kornferry.com

45-31 Ethical Leadership and Customer Loyalty Over Time

Because it is unclear how ethical leadership affects an organization’s bottom line, this poster examined its influence on customer loyalty (i.e., repeat purchases) over several months. In doing so, ethical leaders’ initial and longer-term effects were scrutinized as they encourage followers to establish, develop, and maintain profitable relationships with customers.

Shannon G. Taylor, University of Central Florida
Craig D. Crossley, University of Central Florida
David XH Wo, University of Central Florida
Ronald F. Piccolo, Rollins College
Submitter: Shannon Taylor, sg.taylor@ucf.edu

45-32 Learning Goal Orientation, Supervisor Support, Role Clarity, and Customer Orientation

In this study 354 hotel employees provided information on their learning goal orientation, perceived supervisor support, role clarity, and customer orientation. This poster tested moderating and moderated-mediation effects of learning orientation and found that it serves as a substitute for leadership. Role clarity mediated between supervisor support and customer orientation.
45-33 A Meta-Analysis of a Multiatribute Leadership Framework
This study seeks to integrate and expand upon the work of Hoffman, Woehr, Maldagen-Youngjohn, and Lyons (2010) and DeRue, Nahrgang, Wellman, and Humphrey (2011) by examining the relationship among 7 larger sets of trait- and state-like predictors of leadership effectiveness.

Alan J. Tomassetti, George Mason University
Vias Nicolaides, George Mason University
Carolyn J. Winslow, George Mason University
Kristen L. Randolph, Army Research Institute
Leonard Y. Pierce, George Mason University
Mike Brady, George Mason University
Celise Remy-Lewis, George Mason University
Stephen J. Zaccaro, George Mason University

Submitter: Alan Tomassetti, atomasse@gmu.edu

45-34 Transformational Leadership and Voice: When Felt Obligation Matters?
Data from 77 Chinese companies (389 employees and their 135 managers) were used to test an integrated model of leadership and voice. The results show that followers’ power distance orientation moderates the mediation effect of felt obligation to the leader in the relationship between transformational leadership and voice.

Xiao-Hua (Frank) Wang, Renmin University of China
Jinyun Duan, Soochow University
Jiing-Lih Farh, Hong Kong University of Science and Technology
Jiao (Lily) Li, University of Western Ontario
Jun Yang, Renmin University of China

Submitter: Xiaohua (Frank) Wang, psyfrank@gmail.com

45-35 Ideal Leaders and Gender: A Person-Centered Approach
Contrary to previous research examining role congruity in gender and leadership, taking a person-oriented approach shows ideal leaders are characterized as a combination of both masculine and feminine attributes. However, female targets are still less likely to be perceived as similar to an ideal leader.

Sarah F. Wills, Virginia Tech
Roseanne J. Foti, Virginia Tech

Submitter: Sarah Wills, sarahwills@gmail.com

45-36 Reexamining Antecedents of Follower-Rated LMX: Context Matters
Servant leadership is a key antecedent of follower-rated LMX. However, past research may have overlooked multilevel effects. Data reanalyzed via HLM revealed that collective perceptions of servant leadership have significant contextual and cross-level interaction effects on follower-rated LMX. In contrast, leaders’ self-ratings of their own leadership had no effect.

Michael P. Wilmot, University of Minnesota-Twin Cities

Submitter: Michael Wilmot, wilmo40@umn.edu

45-37 Differentiated Leadership and Individual and Team Creativity: A Multilevel Investigation
Data from 566 employees in 61 R&D teams found that individual-focused transformational leadership has a positive effect on employee creativity, whereas differentiation in leadership behavior is curvilinearly related to team creativity. Team social integration plays differential roles in moderating the within-team versus between-team relationships.

Zhen Zhang, Arizona State University
Yaping Gong, Hong Kong University of Science & Technology
Jiwen Song, Renmin University of China
Junfeng Wu, University of Illinois at Chicago

Submitter: Zhen Zhang, zhen.zhang@asu.edu

46. Special Events: 11:30 AM–12:50 PM
Room 318A
Alliance Invited Session: I-O’s Alignment With the International Labor Organization’s Decent Work Agenda
The purpose of this panel is to discuss the implications of I-O psychology’s potential alignment with the International Labour Organization’s (ILO) decent work agenda and to highlight significant opportunities for I-O as a profession to contribute to the ILO’s work on a global level.

John C. Scott, APTMetrics, Inc., Chair
Stuart C. Carr, Massey University, Presenter
Teima Viale, United Nations, Presenter
Walter Reichman, OrgVitality, Presenter
Mary O’Neill Berry, Sirota Survey Intelligence, Presenter
Malcolm MacLachlan, Trinity College Dublin, Ireland, Presenter

Submitter: John Scott, jscott@aptmetrics.com

47. Roundtable/Conversation Hour: 11:30 AM–12:20 PM
Room 324
A Modern Family: The Work–Family Interface Among LGBT Employees
The session will encourage a conversation for researchers interested in work–family issues as well as LGBT issues to establish a research agenda inclusive of LGBT employees. Participants will discuss the unique challenges faced by LGBT individuals in the work–family interface and how to achieve inclusion of this marginalized group.

Thomas Sasso, University of Guelph, Host
Nicholas P. Salter, Ramapo College of New Jersey, Host

Submitter: Thomas Sasso, tsasso@uoguelph.ca

48. Symposium/Forum: 12:00 PM–1:20 PM
Room 317B
Measurement Equivalence of Personality Measures Across Different Methods and Cultures
Due to the popularity of personality measures in psychological research, it is imperative to examine whether the factor structure of these measures holds across different methods and cultures. This symposium presents 4 papers that investigate the measurement equivalence of personality measures across different methods and cultures.

Gargi Sawhney, Old Dominion University, Co-Chair
Konstantin Cigularov, Old Dominion University, Co-Chair
Gargi Sawhney, Old Dominion University, Konstantin Cigularov, Old Dominion University, Examining Measurement Equivalence of the Big Five Personality Inventory
Avi Fleischer, Illinois Institute of Technology, Alan D. Mead, Illinois Institute of Technology, Jonas Neuhiengen, Illinois Institute of Technology, Comparability of Big Five Scores From Online and Traditional Samples
Liwen Liu, University of Illinois at Urbana-Champaign, Meghan A. Thornton, Purdue University, Fritz Drasgow, University of Illinois at Urbana-Champaign, Samuel D. Gosling, University of Texas, Jeff Potter,
As the consulting industry undergoes consolidation and a startup boom, I-O psychologists face yet another existential crisis. On one end, traditional I-O firms are being acquired by publicly traded conglomerates; on the other, VC backed startups are building HR-related technology. The impact of these trends on our field will be discussed.

### 50. Panel Discussion: 12:00 PM–1:20 PM

**Room 323B**

**Employee Resilience: Trait, State, or Process and Does It Matter?**

What is resilience and what are its implications for individual, group, and organizational effectiveness? A panel of leading theorists and researchers discuss resilience as a trait, state, or process; the validity of the concept; nomological network; how resilience may have its effects; and how resilience can be developed and managed.

*Panelists:*
- Rachael Klein, University of Minnesota, **Co-Chair**
- Kristin Sanderson, PDRI, **Co-Chair**
- Sarah Kirkendall, Kellogg Company, **Panelist**
- Ben Porr, Federal Management Partners, Inc., **Panelist**
- Donna Roland, CEB, **Panelist**
- Dustin W. Scott, C² Technologies, **Panelist**

*Chair:*
- Angelo S. DeNisi, Tulane University

*Presenter:*
- Thomas E. Becker, University of Delaware

*Submitter:*
- Kristin Sanderson, kristinsanderson@hotmail.com

### 51. Special Events: 12:00 PM–12:50 PM

**Theatre 310**

**Mergers and Startups: End of I-O as We Know It**

As the consulting industry undergoes consolidation and a startup boom, I-O psychologists face yet another existential crisis. On one end, traditional I-O firms are being acquired by publicly traded conglomerates; on the other, VC backed startups are building HR-related technology. The impact of these trends on our field will be discussed.

*Panelists:*
- Martin Lanik, Global Assessor Pool LLC, **Chair**
- Tony Anello, CEB|SHL, **Presenter**
- Natalie M. Baumgartner, RoundPegg, **Presenter**
- Lisa M. Collings, DigitalGlobe, **Presenter**
- Joy F. Hazucha, Kom Ferry, **Presenter**
- Annmarie Neal, Center for Leadership Innovation, **Presenter**

*Submitter:*
- Martin Lanik, martin.lanik@GlobalAssessorPool.com
planned behavior proved useful to this context. In addition, person-  
al strength (vigor) related positively to intentions to work longer,  
whereas a negative relation was found with employees’ perceived  
optunities from retirement.

Jeroen Decoster, Ghent University  
Eva Derous, Ghent University  
Submitter: Jeroen Decoster, jeroen.decoste@ugent.be

52-6 The Role of Psychological Aging Experience in Post-  
retirement Employment

This poster investigated the role of psychological aging experience in  
postretirement employment. Results indicated that retirees who experi-  
exenced aging as personal growth were more likely to engage in postre- 
tirement employment, but those who experienced aging as gaining self-  
knowledge were less likely to engage in postretirement employment.

Ulrike Fasbender, Leuphana University Lueneburg  
Jürgen Deller, Leuphana University of Lueneburg  
Mo Wang, University of Florida  
Submitter: Jürgen Deller, deller@leuphana.de

52-7 Quality or Quantity: Which Is the Best Road to Tenure?  

The dilution effect is diminished evaluation of a list of high-quality  
items resulting from adding low-quality items. Randomly assigned  
professors rated a tenure candidate with a diluted list of publica- 
tions lower in quality and higher in productivity but no more likely to  
get their vote for tenure.

Dov Eden, Tel Aviv University  
Ravit Hezkiau-Ludwig, University of Toronto  
Submitter: Dov Eden, doveden@post.tau.ac.il

52-8 Down but Not Out: A Pluralist Lens to Newcomer Adjustment

This poster examined the mechanisms by which organizational  
newcomers use social capital and personal resources to achieve  
effective adjustment. A 3-way interaction is hypothesized among  
contact status, tie strength, and core self-evaluations—the interac- 
tion of tie strength and core self-evaluations is proposed to be  
stronger for newcomers with low contact status.

Ruolian Fang, National University of Singapore  
Daniel J. McAllister, National University of Singapore  
Michelle K. Duffy, University of Minnesota  
Submitter: Ruolian Fang, bizrf@nus.edu.sg

52-9 Human Resource (HR) Information Sources and Trends  
Over Time

This research was conducted to explore how organizational new-  
comers obtain information about human resource (HR) practices.  
Using a longitudinal design and a sample of 456 newcomers, this  
study examines how individuals attempt to formal and informal  
sources to gather information about HR practices over the first  
three months of employment.

Angela Langevin Heavey, Florida International University  
Submitter: Angela Heavey, aheavey@fiu.edu

52-10 The Potential Impact of Absence and Turnover on Non- 
withdrawing Employees

This paper presents a theoretical framework that explores how  
employee turnover and withdrawal behaviors may influence the job  
satisfaction, organizational commitment, and burnout level of a crit- 
ical component of the organization: nonwithdrawing employees.

Angela Langevin Heavey, Florida International University  
Submitter: Angela Heavey, aheavey@fiu.edu

52-11 An Integration of Social Cognitive and Calling Career  
Theories

This study expands upon the career choice literature by examining  
the effects of callings on career choice. Drawing from social cogni- 
tive career theory and calling theory, evidence is provided that call- 
ing provides unique predictive power beyond that of self-efficacy  
for career outcome expectations, interests, and goals.

Samuel E. Kaminsky, George Washington University  
Tara S. Behrend, George Washington University  
Submitter: Samuel Kaminsky, samuel.e.kaminsky@gmail.com

52-12 Bridging the Gap Between Theory and Empirical  
Research on Mentoring

The possible perceptual differences about mentoring behavior between  
men and women is examined. Specifically, in this study analyzing both  
of individual level and each relationship level data from mentor’s and  
protégé’s perspectives, the possible perceptual differences between  
men and women as they relate to mentoring behaviors is explored.

Elizabeth T. Welsh, University of St. Thomas  
Kyoung Yong Kim, University of Houston  
Myung sun Kim, University of Houston  
Submitter: Kyoung Yong Kim, kymx1616@umn.edu

52-13 A Meta-Analytic Comparison of Mentoring Scales  
Currently in Use

In this meta-analysis, mentoring functions relate to mentor and pro- 
tégé benefits. The type of mentoring measure employed moderat- 
ed this relationship. Specifically, Scandura’s (1992) measure that  
included role modeling, psychosocial support (PS), and career  
development (CD) was more strongly related to outcomes than  
measures that included only PS and CD.

Katie Kirkpatrick-Husk, Seattle Pacific University  
Joshua D. Weaver, Seattle Pacific University  
Dana L. Kendall, Seattle Pacific University  
Submitter: Katie Kirkpatrick-Husk, katiekirkpatrick92@gmail.com

52-14 Revenge Exacerbates the Effects of Negative Mentoring  
Experiences on Mentors

This study examined the link between negative mentoring experi- 
nences (i.e., interpersonal problems) perceived by mentors and their  
work–family conflict by focusing on the mediating role of emotional  
exhaustion and the moderating role of revenge. The results from a  
field survey of 187 mentors in China supported all the hypotheses.

Jian Yi, Shanghai University of Finance and Economics  
Ho Kwong Kwan, Shanghai University of Finance and Economics  
Yi-ling Hu, East China Normal University  
Submitter: Dong Liu, dong.liu@scheller.gatech.edu

52-15 Workplace Mentoring: The Impact of Humor Style and  
Frequency

This poster examined the effects of mentor positive humor style  
and humor frequency on mentoring satisfaction and subsequent
52-16 Standing Out: The Impact of Resumé Characteristics on Employability Ratings

This exploratory study examined the effects of resumé characteristics on employability ratings. Participants were HR professionals and recruiters (N = 42) who reviewed 336 total resumés. HLM was used to analyze results, with 3 dimensions (total numbers, key words matching the job description, and total words) emerging as statistically significant.

James R. Longabaugh, Seattle Pacific University
Jillian McLellan, Seattle Pacific University
Submitter: Jillian McLellan, jm0619@gmail.com

52-17 Job Crafting: A Way to Satisfy Psychological Needs at Work

The relationships among job crafting, psychological need fulfillment at work, and work-related well-being were examined. Three forms of job crafting were positively associated with need fulfillment and one was negatively associated with need fulfillment. Further, need fulfillment mediated the relationship between job crafting and well-being.

Priyanka Mitra, Baruch College and The Graduate Center, CUNY
Michael M. Denuzio, Baruch College and The Graduate Center, CUNY
Kristin L. Sommer, Baruch College and The Graduate Center, CUNY
Submitter: Priyanka Mitra, pmitra@gc.cuny.edu

52-18 Generations at Work: Desired Work Characteristics and Job Search Behaviors

Generations are thought to differ in their desires at work, but Millennials, GenX, and Baby Boomers all want the same things and use the Internet as part of their job search to attain them. Only the oldest generation in the workforce, Traditionalists, differ in their job search desires and behaviors.

Yoshie Nakai, Eastern Kentucky University
Aaron J. Kraus, University of Akron
Andrea F. Snell, University of Akron
Submitter: Yoshie Nakai, yoshienakai@eku.edu

52-19 Beyond Personality: The Power of Proactive Development Intentions

Results of this longitudinal study suggest that proactive development behaviors (goal setting, people networks, stretch assignments, reflection) appear to be as important, and often are more important, than personality in the prediction of protean career outcomes such as work engagement, development activity involvement, career satisfaction, and psychological well-being.

Paul R. Yost, Seattle Pacific University
Emily M. Pelosi, Seattle Pacific University
Marisa Bossen, Seattle Pacific University
Daniel Hallak, Seattle Pacific University
John R. Terrill, Seattle Pacific University
Submitter: Emily Pelosi, pelosie@spu.edu

52-20 When People Fit: Using Critical Events to Explain Fit Emergence

This poster offers a model regarding how fit perceptions manifest and when fit decisions are reached. Incorporating multiple psychological theories, it is proposed that fit decisions are outcomes of accumulating signals embedded within critical events over time. Several moderating factors are identified, and implications of the model are discussed.

Alex Rubenstein, University of Florida
Submitter: Alex Rubenstein, alex.rubenstein@warrington.ufl.edu

52-21 Protégés and Mentors Gender-Role Congruence With Engagement and Mentoring Effectiveness

This study examined mentoring effectiveness and its utilization to help increase STEM student retention and engagement. Perceived similarity between protégés and mentors on surface- and deep-level characteristics and its influence on the perceived effectiveness of the mentoring relationship as well as the protégé’s level of engagement were investigated.

Catherine Savage, Illinois Institute of Technology
Roya Ayman, Illinois Institute of Technology
Submitter: Catherine Savage, catherinesavage@lewisu.edu

52-22 Psychologists’ Career Success: They Get More If They Want Less!

Two studies explored the role of career ambition for psychologists’ career success. Whereas extrinsic success was positively predicted by career orientation, achievement motivation was negatively (not positively) related to intrinsic success and diminished it over time. Cross-lagged findings revealed intrinsic success to predict extrinsic success (not vice versa).

Kathleen Otto, Philipps University of Marburg
Sonja Sobiraj, University of Bielefeld
Submitter: Tabea Scheel, tabeascheel@univie.ac.at

52-23 Career Interests, Personality, and the Dark Triad

This poster explored whether the Dark Triad would add incremental prediction in broad scales of career interests beyond that of the 5-actor model (FFM). Our findings indicated that the Dark Triad accounted for incremental prediction and unique variance in career interests as measured by the Jackson Career Explorer (JCE).

Travis J. Schneider, University of Western Ontario
Julie J. Carswell, Sigma Assessment Systems
Matthew J. W. McLamon, University of Western Ontario
Submitter: Travis Schneider, tschnee3@uwo.ca

52-24 The Development of Social Networks in the Workplace

A grounded theory approach was used to develop a theoretical framework identifying factors that contribute to the development of employees’ social networks in organizations. Data show that the variables that contribute to the development of employees’ social networks include organization-related, employee-related, and coworker-related characteristics.

Sabrina D. Volpone, University of New Mexico
Derek R. Avery, Temple University
Submitter: Sabrina Volpone, sabrinavolpone@aol.com
52-25 Career Interests and Emotional Intelligence of Adults With Asperger’s Syndrome

Relations among Asperger’s Syndrome (AS), emotional intelligence (EI), and interest in 15 career areas were examined. AS entails several symptoms relevant to the workplace (e.g., communication deficits, difficulties adapting to change). Findings offer support for EI as a mediator between AS and career interests in science and personal service.

Benjamin J. Walser, University of Tulsa
Robert P. Tett, University of Tulsa
Submitter: Benjamin Walser, bjwalser@hotmail.com

52-26 Mentor–Mentee Similarity in Affective Traits and Mentors’ Information Sharing

Drawing on the similarity-attraction paradigm, this poster proposes that mentor–mentee similarity in affective traits will lead mentors to more willingly share information, especially implicit information involving personal experience rather than explicit information involving objective task requirements. Moreover, such similarity effects will occur only for positive affectivity, not for negative affectivity.

Yi Wang, Bowling Green State University
Chiahuei Wu, London School of Economics and Political Science
Xiang Yao, Peking University
Anjier Chen, Peking University
Submitter: Yi Wang, wanglalala19990@hotmail.com

52-27 Investigating Job Autonomy and Newcomer Proactivity: A Self-Regulatory Perspective

This study investigates how job autonomy influences newcomer proactivity using person–environment fit and self-regulatory perspectives. Longitudinal surveys reveal that misfit between organizational supplies and individual needs on autonomy predicted certain proactive behaviors, which were in turn linked to newcomer adaptation outcomes.

Kang Yang Trevor Yu, Nanyang Business School
Submitter: Kang Yang Trevor Yu, akyyu@ntu.edu.sg

52-28 Nonstandard Work From a Person–Environment Fit Perspective: An Empirical Study

This study explores temporal attachment among contingent workers. Engagement and proactive socialization are highlighted to explain how contingent employees approach and adapt respectively to their jobs. Results from longitudinal surveys indicate that temporal attachment was linked to engagement. Proactive behaviors also mediated the relationship between engagement and job satisfaction.

Kang Yang Trevor Yu, Nanyang Business School
Submitter: Kang Yang Trevor Yu, akyyu@ntu.edu.sg

52-29 Relational Ambivalence With Managers: Should I Stay or Go?

The effects of employees’ relational ambivalence toward their manager on turnover intent, turnover and internal transfer were examined. Using a 3-wave study of 111 banking employee–manager dyads, findings suggest that relational ambivalence is positively associated with turnover intent and subsequent turnover but not internal transfers.

Kyle E. Ingram, University of Greenwich
Jacqueline A-M Coyle-Shapiro, London School of Economics and Political Sciences
Stefan Thau, INSEAD
Submitter: Jacqueline Coyle-Shapiro, j.a.coyle-shapiro@lse.ac.uk

52-30 Exploring the Proximal Withdrawal States With Moderated Regression

A major aim and contribution of this paper is to be among the first empirical studies of how a new construct recently proposed to explain employee turnover relates to job satisfaction, an important turnover antecedent. This study’s results were supported in a sample of 443 insurance company employees.

Justin D. Purl, Ohio University
Kristina Nicholson, Ohio University
Allison N. Tenbrink, Ohio University
Rodger W. Griffith, Ohio University
Kathleen Hall, Ohio University
Lisa S. Paik, Ohio University
Xiaofei Li, Ohio University
Leah R Halper, Ohio University
Submitter: Rodger Griffith, griffeth@ohio.edu

52-31 The Pearly Gates: Job Search Alternatives in the Turnover Process

The role that external circumstances, “gateways” (access to financial resources; presence of job offers), play in influencing job search and turnover intentions is examined. Examination of the posited direct relationships yields surprising results, while integration of “gateways” as a moderating component adds depth to the much studied affect-turnover intention relationship.

Julie I. Hancock, Rutgers University
David G. Allen, University of Memphis
James M. Vardaman, Mississippi State University
Nolan T. Gaffney, University of North Texas
Submitter: Julie Hancock, julie.hancock@rutgers.edu

52-32 What Alleviates the Negative Consequences of Abusive Supervision?

Drawing from the conservation of resources theory, this study explores how the moderating role of self-efficacy and the perception of authenticity affect the relationship between abusive supervision and subordinates’ task performance and withdrawal behavior. Results revealed both of the moderators play roles in weakening, obviously.

Meng-Han Huang, Ming Chuan University
Chin-Tian Hsu, Ming Chuan University
Hsi-Fang Lai, National Taiwan University
Submitter: Hsi-Fang Lai, d02741001@ntu.edu.tw

52-33 An Exploratory Integration: Unfolding and Traditional Turnover Models

This study proposed a turnover model incorporating work-related shocks with traditional turnover predictors (i.e., job satisfaction, perceived alternatives, and organizational commitment) and examined how these variables relate to turnover intention and turnover.

Xiaofei Li, Ohio University
Lisa S. Paik, Ohio University
Leah R. Halper, Ohio University
Rodger W. Griffith, Ohio University
Justin D. Purl, Ohio University
Kathleen Hall, Ohio University
Submitter: Xiaofei Li, xli273011@ohio.edu
52-34 Examining the Effects of Turnover Intentions on OCBs and WDBs

The impact of employees’ turnover intentions (TI) on their workplace behaviors was examined. Results indicated that TI related to both OCB and WDB, and both relationships were mediated by the 2 types of psychological contract.

Ke Mai, University of Arizona
Aleksander P. J. Ellis, University of Arizona
Jessica S. Christian, University of North Carolina
Submitter: Ke Mai, kemai@email.arizona.edu

52-35 Anchors or Stepping Stones? Corporate Reputation and Voluntary Turnover

The purpose of this study is to understand whether reputation serves as an “anchor,” resulting in lower voluntary turnover, or as a “stepping stone,” resulting in higher voluntary turnover. Moreover, contingency factors such as industry dynamics and compensation levels that make anchoring or stepping stone effects more likely are investigated.

Erin Makarius, University of Akron
Charles Stevens, Lehigh University
Submitter: Erin Makarius, makarius@uakron.edu

52-36 Exploring Complementary Leader and Follower Correlates of Employee Absence

Results from 2 studies across call centers suggest that individual differentiators of employee absenteeism complement findings based on the characteristics of leaders. Using individual-level follower data and site-level leader data, lower absence rates link with better management, more seasoned leadership, and greater stability in the leader role.

Nathan J. Dunlap, Towers Watson
Nathan A. Schneeberger, Towers Watson
Patrick Kulesa, Towers Watson
Submitter: Nathan Schneeberger, nschneeberger01@yahoo.com

52-37 Shocks and Satisfaction Predicting Turnover and Turnover Intention

This study was conducted to investigate whether shocks and job satisfaction interact to predict turnover and turnover intentions. There have been only a handful of predictive shock studies to date, and this study expands on the literature by investigating a previously untested moderator hypothesis.

Allison N. Tenbrink, Ohio University
Rodger W. Griffeth, Ohio University
Submitter: Allison Tenbrink, at177306@ohio.edu

52-38 Burned Out but Won’t Quit: Volunteer Fit, Burnout and Spirituality

Using a 7-organization sample of volunteers, the job demands–resource model was used to examine whether burnout mediated the effect of volunteer fit on intentions to quit and whether volunteer spirituality moderated these linkages. Results supported the mediating role of burnout but only partially supported the moderating role of volunteer spirituality.

Lisa L. Scherer, University of Nebraska-Omaha
Joseph A. Allen, University of Nebraska-Omaha
Elizabeth Harp, University of Nebraska at Omaha
Submitter: Joseph Allen, josephallen@unomaha.edu

52-39 The Role of Passion in Job Burnout at Career Start

Using a 12-month cross-lagged panel among 689 novice teachers, the relationships among job autonomy, passion, and burnout (emotional exhaustion, cynicism, reduced professional efficacy) is examined. Results revealed unidirectional effects of job autonomy on harmonious and obsessive passion and of harmonious passion on professional efficacy and obsessive passion on exhaustion.

Claude Fernet, Université du Québec à Trois-Rivières
Geneviève L. Lavigne, McGill University
Robert J. Vallerand, McGill University
Stephanie Austin, Université du Québec à Trois-Rivières
Submitter: Claude Fernet, claude.fernet@uqtr.ca

53. Symposium/Forum: 12:30 PM–1:20 PM
Room 303AB

Strategies for Improving Virtual Team Processes and Emergent States

Virtual teams frequently experience barriers to developing effective team processes and states. This symposium presents boundary conditions and interventions for improving team effectiveness. Papers focus on the form of virtuality, use of critical thinking training, and use of story narratives as strategies to overcome virtual teamwork challenges.

Matthew S. Prewett, Central Michigan University, Chair
Matthew I. Brown, Central Michigan University
Jared M. Quinn, Central Michigan University
Michael Grossenbacher, Central Michigan University
Improve Team Coordination: Forms of Virtuality During Transition Processes
Mark Grichanik, University of South Florida
Michael D. Covert, University of South Florida
Winston R. Bennett, Training Research Laboratory

Collaborative Critical Thinking Training and Virtual Team Development
Susan Mohammed, Pennsylvania State University
Katherine Hamilton, Pennsylvania State University
Vincent Mancuso, Pennsylvania State University
Michael McNeese, Pennsylvania State University
Improve Temporal Mental Model Similarity in Distributed Decision Making Teams
Bradley Kirkman, North Carolina State University

Discussant
Submitter: Matthew Prewett, prewe1ms@cmich.edu

54. Master Tutorial: 12:30 PM–1:50 PM
Room 304A

Humor in the Workplace (LOL)

This session examines humor in the workplace, including its theoretical bases; its consideration from the perspective of dependent, independent, and intervening variables; and describes avenues of research opportunities for I-O psychologists to pursue in understanding its manifestation. Examples will be used to animate the concepts being presented.

Paul M. Muchinsky, University of North Carolina-Greensboro, Presenter
Submitter: Paul Muchinsky, pmmuchinsky@uncg.edu

55. Symposium/Forum: 12:30 PM–1:50 PM
Room 304B

Implicit Leadership Theories (3): Influences on Perceiving Leaders

The symposium aims to shed light on how implicit leadership theories affect the perception of leaders in different ways and in combination with other variables. How we see (our) leaders is not independent of general ideas about leaders.
56. Symposium/Forum: 12:30 PM–1:50 PM
Room 306A

Trust in Organizations Across Levels: Interpersonal, Team, and Multiteam

Five presentations discussing emerging research on trust in organizations are included. Together, they reflect a novel and nuanced approach to trust, one that considers different parties in a dyad, a team, or a multiteam system, and that acknowledges different forms of trust (e.g., felt trust, trust asymmetry, trust diversity).

C. Ashley Fulmer, National University of Singapore, Co-Chair
Jessica L. Wildman, Florida Institute of Technology, Co-Chair
Jessica L. Wildman, Florida Institute of Technology, Thomas S. Skiba, Florida Institute of Technology, Two Way Street: Distinguishing Between Feeling Trust and Feeling Trusted
Amanda L. Thayer, University of Central Florida, Marissa L. Shuffler, Clemson University, Eduardo Salas, University of Central Florida, Political Skill’s Influence on Dyadic Trust and Distrust in Teams
M. Audrey Korsgaard, University of South Carolina, Marcus Drescher, Technische Universität München, Isabell Welpe, Technische Universität München, Rolf T. Wigand, University of Arkansas at Little Rock, Arnold Picot, Ludwig-Maximilians-Universität München, Predictors of Trust Asymmetry and Diversity in Groups
C. Ashley Fulmer, National University of Singapore, Beng-Chong Lim, Nanyang Technological University, Nicole Chen, National University of Singapore, Wei Lun Ng, National University of Singapore, Paul J. Hanges, University of Maryland, Examining Trust In Teams: Adaptability, Achievement Orientation, and Team Outcomes
Shawn Burke, University of Central Florida, Deborah DiazGranados, Virginia Commonwealth University, Kyle Heyne, Institute for Simulation and Training, Examining the Role of Trust in Partially Distributed Multiteam Systems

Submitter: Jessica Wildman, jwildman@fit.edu

57. Symposium/Forum: 12:30 PM–1:50 PM
Room 306B

Psychic Powers Not Required: Advanced Predictive Modeling in Organizations

Conducting advanced prediction models poses unique challenges in an applied setting. In this symposium, 3 organizations will discuss how they use various prediction methodologies, challenges associated with each, and solutions on how they’ve overcome obstacles. Overarching perspectives will be provided by the Leadership Research Institute.

Tina Malm, Google, Inc., Chair
Natalie S. Johnson, Google, Inc., Co-Chair

58. Symposium/Forum: 12:30 PM–1:50 PM
Room 309

What Is Leadership Potential and How Is It Measured?

Identifying high potentials is a challenge that many organizations face. However, the nature of leadership potential and how it is assessed needs to be resolved. This symposium presents recent conceptualizations and research regarding leadership potential. Issues in the definition, measurement, and application of leadership potential will be presented.

Ronald C. Page, Assessment Associates International, Co-Chair
Rob F. Silzer, HR Assess & Develop/Baruch-CUNY, Co-Chair
Rob F. Silzer, HR Assess & Develop/Baruch-CUNY, Defining and Identifying Potential for Leadership
Celine Rojon, University of Edinburgh, Rainer Kurz, Saville Consulting, A Behavioral Performance Model for Leadership Potential
Hennie J. Krieck, TTS-Top Talent Solutions/University of South Africa, Arnold Dhaneswar, MetLife, Identifying Leadership Potential: A MetLife Case Study
David P. Campbell, Center for Creative Leadership, Discussant

Submitter: Ronald Page, ronald.page@aaia-assessment.com

59. Alternative Session Type: 12:30 PM–1:50 PM
Room 311

Starting the Analytics Engine: Practical Approaches and Lessons Learned

This session will present best practices to I-O psychologists tasked with turning human capital data into actionable insights that organizations can use to enact change. Topics will include planning and building a strong analytics foundation, executing on analytics initiatives to gain insight, and reporting results as a catalyst for action.

Michael R. Kemp, Development Dimensions International (DDI), Chair
Dordaneh Rachel Bagheali, The Chicago School of Professional Psychology, Presenter
Matthew S. Fleisher, Marriott International, Presenter
Christopher R. Honts, Central Michigan University, Presenter
Jing Jin, Development Dimensions International (DDI), Presenter
Amy K. Legge, University of Central Florida, Presenter

Submitter: Michael Kemp, Mike.Kemp@ddiworld.com
Understanding Employee Responses to CSR: Explanatory Mechanisms and Boundary Conditions

This symposium comprises 4 studies on the relationships between corporate social responsibility (CSR) and employee attitudes and behaviors (e.g., job satisfaction, and citizenship behavior). Grounded in social exchange, organizational identification, perceived fit, social learning and signaling theories, these 4 papers advance theory by illuminating underlying mechanisms and boundary conditions.

Submitter: Sara Gutierrez, sara.gutierrez@shl.com
in developing practical strategies and research agendas to enable organizations to "lean in" to address the gender gap.

Aarti Shyamsunder, Catalyst, **Chair**
Juliet Bourke, Deloitte Touche Tohmatsu, **Panelist**
Charmaine Harrison, The Timken Company, **Panelist**
Julia M. Fullick, Quinipiack Development Corporation, **Panelist**
Chloe Lemelle, AT&T, **Panelist**
Alexis N. Smith, Oklahoma State University, **Panelist**
Juliet Bourke, Deloitte Touche Tohmatsu, **Panelist**
Martin Bink, U.S. Army Research Institute, **Panelist**
Michael Hruska, Problem Solutions, **Panelist**
Marty Rosenheck, Cognitive Advisors, **Panelist**
Melissa M. Walwanis, Naval Air Warfare Center Training Systems Division (NAWCTSD), **Panelist**
Submitter: Aarti Shyamsunder, aarti_shyamsunder@hotmail.com

66. Roundtable/Conversation Hour: 12:30 PM–1:20 PM Room 324
Jump Starting Your Academic Career: Tips for Success
The objective of this session is to convene new and prospective faculty members in both psychology departments and business schools to discuss how to successfully transition to a new academic position. This session also creates an opportunity to build professional relationships that can have a lasting impact on participants’ careers.

Gwenith G. Fisher, Colorado State University, **Host**
Larissa Barber, Northern Illinois University, **Host**
Benjamin M. Walsh, University of Illinois at Springfield, **Host**
Submitter: Gwenith Fisher, gwen.fisher@colostate.edu

67. Alternative Session Type: 12:30 PM–1:20 PM Room 327
Mindfulness at Work: Research, Teaching, and Practice
Five researchers will provide a brief overview of their research on mindfulness. Participants will then personally experience mindfulness through a brief mindful breath and body awareness exercise. Finally, all participants will be invited to share ideas and experiences on how to apply mindfulness to research, teaching, and practice.

Jochen Reb, Singapore Management University, **Chair**
Tammy D. Allen, University of South Florida, **Presenter**
Jayanth Narayanan, National University of Singapore, **Presenter**
Hannes Leroy, Cornell University, **Presenter**
Ravi S. Kudesia, Washington University, **Presenter**
Submitter: Jochen Reb, jreb@smu.edu.sg

68. Panel Discussion: 12:30 PM–1:50 PM Room 305B
Adaptive Training Research: A Call to Action for I-O Psychologists
Organizations continue to spend a significant amount of money on employee training with a growing shift toward personalized and tailored learning, known as adaptive training. This session will provide an overview of adaptive training to I-O psychologists and highlight current research and gaps in the area.

Tiffany R. Poeppelman, Aptima, **Co-Chair**
Michael J. Keeney, Aptima, Inc., **Co-Chair**
Jeanine Ayers, Aptima, Inc., **Panelist**
Martin Bink, U.S. Army Research Institute, **Panelist**
Michael Hruska, Problem Solutions, **Panelist**
Marty Rosenheck, Cognitive Advisors, **Panelist**
Melissa M. Walwanis, Naval Air Warfare Center Training Systems Division (NAWCTSD), **Panelist**
Submitter: Tiffany Poeppelman, tiffanyripley@gmail.com

69. Special Events: 1:00 PM–1:50 PM Room 318A
Distinguished Teaching Contributions Award: Teaching Beyond The Classroom: I-O Psychology Influence in Academe
When thinking of teaching excellence, one likely thinks of classroom activities. However, I-O psychologists have a specialized skill set they can use to positively influence the university community through teaching and applying I-O principles and theories outside the classroom. Three compelling examples from different contexts will be presented.

Janet L. Kottke, California State University-San Bernardino, **Host**
Elizabeth L. Shoensfelt, Western Kentucky University, **Presenter**
Submitter: Janet Kottke, jkottke@csusb.edu

70. Panel Discussion: 1:00 PM–1:50 PM Room 318B
Global Leadership Assessment and Development: Designing Programs to Drive Results
Assessing leadership skills and developing leaders on a global scale is a challenge and opportunity for I-O psychologists and leadership development professionals. This panel will provide an overview of innovative global assessment centers and relevant research. Topics will include logistics, cultural issues, measurement and linkages to business results.

Pat M. Caputo, Aon Hewitt, **Chair**
Sergio Bernardi, IBM, **Panelist**
Corey S. Munoz, BAE Systems, **Panelist**
Lyndsey Havill, The Growth Partnership, **Panelist**
Lorry A. Olson, Bank of America, **Panelist**
Submitter: Pat Caputo, patcaputo@gmail.com

71. Alternative Session Type: 1:00 PM–1:50 PM Theatre 310
Innovative I-O Practice and Application: The Next Frontier
As organizations navigate the ever changing landscape within the realms of technology, business, and our economy, I-O psychologists are challenged to help lead this change. This IGNITE session will present innovative ways I-O principles are being applied in the real world from a diverse range of panelists.

Kathryn E. Keeton, NASA/Wyle, **Co-Chair**
Kelley J. Slack, NASA-JSC/Wyle/LZT, **Co-Chair**
Christopher P. Cerasoli, The Group for Organizational Effectiveness (gOE), **Presenter**
LCDR Thomas C. Foster, Naval Aerospace Medical Institute, **Presenter**
David M. Musson, McMaster University, **Presenter**
Lacey L. Schmidt, City of Houston, **Presenter**
Jat Thompson, Horizon Performance, **Presenter**
Sallie J. Weaver, Johns Hopkins School of Medicine, **Presenter**
Submitter: Kathryn Keeton, kathrynekeeton@gmail.com

72. Poster Session: 1:30 PM–2:20 PM Ballroom C
Work and Family/Nonwork Life/Leisure
72-1 Recovery From Work: Examining Attributes of Work and Leisure Activities
Although the recovery literature has proliferated, antecedents of recovery are relatively unknown. This study advances the literature...
by examining the nature of work and nonwork activities as antecedents of recovery using an experience sampling design. Results highlight the importance of job characteristics and attributes of leisure activities in recovery.

Eunae Cho, SUNY at Albany
Tammy D. Allen, University of South Florida
Submitter: Eunae Cho, echo5@albany.edu

72-2 FIW and Present Orientation: Exploring the Links to Safety Performance

Using the energy model framework, psychological fatigue (i.e., cognitive and emotional resource depletion) is identified as an important precursor to workplace safety performance, mediating relationships between situational (i.e., strain-based family interference with work) and dispositional (i.e., present orientation, or the ability to remain real time focused) antecedents to workplace safety.

Matthew R. Grossman, University of South Florida
Erin Eatough, The City University of New York, Baruch College
Ryan C. Johnson, Portland State University
Submitter: Matthew Grossman, mrgrossman@mail.usf.edu

72-3 Does a Weekend Away From Work Fully Replenish Resources?

The carryover effects of Friday interpersonal conflict and role ambiguity onto Monday need for recovery were examined, with occupational self-efficacy and organizational-based self-esteem as mediators. Only occupational self-efficacy mediated the relationship between stressors on Friday and need for recovery on Monday.

Coty S. Hoover, University of Tulsa
Jennifer M. Ragsdale, University of Tulsa
Submitter: Coty Hoover, coty-hoover@utulsa.edu

72-4 Does Weekend Communication Recover Employees’ Self-Regulatory Resources?

Employee’s fluctuating self-regulatory resource over the weekend was examined as a function of communication content and co-communication with available weekend social support. Results demonstrate that a problem-solving aspect to weekend conversations restore employee self-regulation for the start of the work week.

Elizabeth A. Zwierko, University of Tulsa
Jennifer M. Ragsdale, University of Tulsa
Submitter: Elizabeth Zwierko, ezvierko@gmail.com

72-5 A Dispositional, Situational, and Motivational Approach to Work-School Enrichment

This study examines the roles that proactive personality, work–school facilitation, and accomplishment striving play in the work–school interface. Conservation of resources (COR) theory is used to explain the direct and indirect roles that dispositions, work–school facilitation, and motivation have on self-report performance evaluations and attendance behaviors of employed students.

Daren S. Protolipac, St. Cloud State University
Chelsey Stepanek, St. Cloud State University
Stephanie Fletcher, St. Cloud State University
Laura D. Oleen, St. Cloud State University
Jaclyn Holt, St. Cloud State University
Submitter: Daren Protolipac, dsprotolipac@stcloudstate.edu

72-6 Family Regulatory Focus: Scale Development and Validation

Regulatory focus theory has been applied to a number of different domains and contexts, including recent work in IO/IR on work regulatory focus. This poster develops a measure of family regulatory focus and demonstrates its reliability and incremental validity over work regulatory focus in predicting work, family, and work–family outcomes.

Maryana Arvan, University of South Florida
Winny Shen, University of South Florida
Kristen M. Shockley, Baruch College and The Graduate Center-CUNY
Submitter: Maryana Arvan, msheroiansan@mail.usf.edu


This research aimed to examine the directionality of the relationship between negative and positive work–home interference (NegWHI and PosWHI), job strain, and job engagement. Through 2 studies and using a cross-lagged panel analysis with 2 measurement times, reciprocal relationships were found between PosWHI–job engagement and NegWHI–job strain.

Audrey Babic, University of Liege
Florence Stinglhamber, Université Catholique de Louvain
Marie Barbier, University of Liege
Francoise Bertrand, Belgian Defence Staff
Isabelle Hansez, University of Liege
Submitter: Audrey Babic, Audrey.Babic@ulg.ac.be

72-8 Introverts Are More Sensitive to Work–Home Spillover Than Extraverts

Extraversion was examined as a moderator of the relationship between negative work–home spillover and stress outcomes. The negative relationships between spillover and work outcomes (satisfaction with balance, work burnout, work engagement), but not general stress outcomes (personal burnout, psychological strain, physical symptoms), were stronger among introverts than extraverts.

Larissa Barber, Northern Illinois University
Stacy M. Baer, Northern Illinois University
Submitter: Larissa Barber, lbarber@niu.edu

72-9 Double Trouble: Interrole Conflict and Outcomes for Second Job Holders

This study investigated theoretical arguments regarding the relationship between WFC and outcomes for individuals who hold 2 jobs. Results indicated that WFC from 2 jobs is interactive for emotional and physical symptoms, were stronger among introverts than extraverts.

Elizabeth M. Boyd, Indiana University-Purdue University Indianapolis
Michael T. Sitzer, Indiana University-Purdue University Indianapolis
Sarah Elizabeth Chatfield, Indiana University-Purdue University Indianapolis
Submitter: Elizabeth Boyd, drlisbo@gmail.com

72-10 Work–School Facilitation and Conflict in Relation to Organizational Outcomes

Researchers have become increasingly concerned with conflict between work and school, however little attention has been focused on the positive influences these 2 roles may have on each other. This poster seeks to further this literature by examining the effects of conflict and facilitation on educational and organizational outcomes.
72-11 Does Work–School Conflict Buffer the Positive Consequences of Work–School Enrichment?

The possible multidimensional nature of work–school enrichment and the relationship between work–school enrichment, work–school conflict, the dedication component of school engagement and school satisfaction were examined. Findings indicate that different combinations of work–school enrichment and work–school conflict differentially affect student’s dedication and satisfaction.

Katrina A. Burch, University of Connecticut
Lindsey A. Graham, University of Connecticut
Zhuo Chen, University of Connecticut
Janet L. Barnes-Farrell, University of Connecticut
Peter D. Bachiocchi, Eastern Connecticut State University
Submitter: Katrina Burch, katrina.burch@uconn.edu

72-12 Antecedents and Consequences of the Career Commitment of Employed Mothers

Due to challenging work and life experiences that disproportionately marginalize women, examining how working mothers maintain commitment to their careers is important and topical. This study explored how aspects of work and family (e.g., family-supportive climates, parental role attitudes, and spousal support) contribute to how committed women are to their careers.

Altovise Rogers, San Jose State University
Kori Callison, University of Houston
Lisa M. Penney, University of Houston
Jennifer N. Reeves, McKesson Corporation
Submitter: Kori Callison, krcallison@uaa.alaska.edu

72-13 Antecedents and Consequences of Recovery at Work

Recovery is the psychophysiological “unwinding” that allows individuals to return to baseline levels of resources following high demands. Drawing on conservation of resources theory and recovery research, this study found that mastery and control at work contributed to recovery at work, which enhanced vigor and positive affect at home.

Johnna Capitano, Drexel University
Jeffrey H. Greenhaus, Drexel University
Lieke Ten Brummelhuis, Simon Fraser University
Submitter: Johnna Capitano, jcapitano@drexel.edu

72-14 Identification, Trauma, and Work–Family Conflict in High-Reliability Contexts

Organizational identification is argued to mitigate unwanted work–family conflict. Self-reported data were obtained through online surveys (N = 341). As hypothesized, data suggest that organizational identification is negatively related to both attitudes and frequency of work–family conflict even when controlling for attitudes toward scheduling.

John D. Crowe, University of Nebraska-Omaha
Joseph A. Allen, University of Nebraska-Omaha
Benjamin E. Baran, Northern Kentucky University
Katherine Nimrod, Creighton University
Submitter: John Crowe, john.david.crowe@gmail.com

72-15 Leaning In and Leaning Out: Developing a Work–Life Trade Offs Scale

A work-life trade-off scale was developed and validated, reflecting the range of major and minor trade offs people make to manage work and family demands. Trade offs positively correlated with parental status, work–family conflict, guilt, and anxiety. Major, as compared to minor, trade offs more strongly negatively related to job and career satisfaction.

Patricia C. Dahm, University of Minnesota
Yeonka Kim, University of Minnesota
Theresa M. Giomb, University of Minnesota
Submitter: Patricia Dahm, dahmx021@umn.edu

72-16 A Role Identification Approach to Work–Family Conflict

The relationship between role identification and work–family conflict was explored. Those who identified with either work or family role experienced less work–family conflict as compared to other respondents. In addition, minimum levels of conflict were experienced when women identified themselves with their work role and men with their family role.

Hakan Ozcelik, California State University, Sacramento
Irmak Erdogan, Bogazici University
Jessica Bagger, California State University, Sacramento
Submitter: Irmak Erdogan, irmakerdogan@yahoo.com

72-17 Work–Family Conflict and Job Satisfaction: A Meta-Analysis of Cultural Differences

This poster examines the moderating role of cultural values on the relationship between work–family conflict and job satisfaction by meta-analyzing 36 studies (N = 17,181). Results indicate a significant main effect of WIF and FIW on job satisfaction; some relationships are attenuated in collectivistic and high performance orientation cultures.

Kimberly A. French, University of South Florida
Soner Dumani, University of South Florida
Tammy D. Allen, University of South Florida
Kristen M. Shockley, Baruch College and The Graduate Center-CUNY
Submitter: Kimberly French, KFrench0429@gmail.com

72-18 Exploring Calling: Events Shaping the Direction of a Person’s Life

Although calling, purpose, meaning, and vocation are often used to describe different ways of perceiving a direction in one’s life, there is little consistency in how we define these terms. This poster investigated, through qualitative inquiry, about individual perceptions of calling and the events that shape a calling.

Robert McKenna, Seattle Pacific University
Deanna M. Haney, Best Buy
Submitter: Deanna Haney, haneyd@spu.edu

72-19 Supervisor Support: An Antecedent of Work–Family Boundary Management

Using a sample of 291 employees, this poster examined the effects of perceived supervisor support in relation to the work and family domain boundaries, with a focus on both conflict and enrichment between the 2 domains. Findings suggest supervisor support does influence boundary management constructs, which then influence conflict and enrichment.
72-20 Who Benefits From Family Support? Work Schedule and Family Differences

This study examined the effects of work schedule and family differences on the relationship between family supportive organizational perceptions (FSOP) and health outcomes. Findings indicate that FSOP is significantly associated with better health and well-being. Further, nonstandard workers and those with dependents benefit most from organizational family support.

Kristen S. Jennings, Clemson University
Robert R. Sinclair, Clemson University
Cynthia D. Mohr, Portland State University
Submitter: Kristen Jennings, ksjennings@clemson.edu

72-21 Work–Family Effects of Ethical Leadership

This study examined the link between ethical leadership perceived by employees and the family satisfaction of their spouses by highlighting the mediating role of employees’ ethical leadership at home and the moderating role of identification with leader. The results from a survey of 193 employee-spouse dyads supported all the hypotheses.

Xiao-Yu Liu, University of International Business and Economics
Ho Kwong Kwan, Shanghai University of Finance and Economics
Frederick HK Yim, Hong Kong Baptist University
Submitter: Yongmei Liu, yliu2@ilstu.edu

72-22 Costs of Off-Task Thoughts: Relationships Between Spillover and Performance

Cognitive spillover (CS) was identified as an understudied form of work–family spillover that has important organizational consequences. In a longitudinal study of 628 employees, CS was negatively related to performance; this effect was mediated by depletion and role integration was supported as an important antecedent and moderator of these relationships.

Patrick Maloney, Saint Louis University
Brandon W. Smit, Saint Louis University
Carl P. Maertz, Jr., Saint Louis University
Submitter: Patrick Maloney, pmaloney4@slu.edu

72-23 Retail Employee Shifts, Variability, Control, Flexibility: Relationships to Workplace Attitudes

Hypotheses concerning the relationship of work schedule variability, flexibility, and control to attitudinal outcome variables in a situation with a wide range of individually based schedules were tested. High flexibility and control were positively related to outcome variables and moderated the negative effects of shift variability on 2 outcome variables.

James E. Martin, Wayne State University
Ariel Leichook, Gettysburg College
Submitter: James Martin, james.martin@wayne.edu

72-24 Resources as Enablers of Work–Family Enrichment and Work Outcomes

Relatively little research has explored the personal characteristics of those who benefit from multiple role memberships. This 2-wave study of 161 employees found that preferences toward integration, positive affectivity, and capitalization support were enablers of work–family enrichment. In turn, work-to-family (not family-to-work) enrichment was related to lower burnout and turnover.

Lindsay Scott, SUNY Brockport
Laurel A. McNall, SUNY Brockport
Jessica M. Nicklin, University of Hartford
Submitter: Laurel McNall, lmcnall@brockport.edu

72-25 Teaching Online: Applying Need Theory to the Work–Family Interface

Warner and Hausdorff’s (2007) framework was used to combine need theory with work–life theory in an understudied but important population: online instructors. Results suggest that psychological need satisfaction is especially important for promoting positive work outcomes (work–family enrichment, job satisfaction, performance) and reducing negative work outcomes (work–family conflict, stress).

Jessica M. Nicklin, University of Hartford
Laurel A. McNall, SUNY Brockport
Christopher P. Cerasoli, The Group for Organizational Effectiveness (gOE)
Submitter: Jessica Nicklin, jessicamnicklin@gmail.com

72-26 Work–Nonwork Boundary Management: Linking Preferences to Behaviors

This research was conducted to examine usage of unique segmentation tactics. Applying extant knowledge regarding the influence of self-efficacy on behavior, relationships between segmentation preferences and tactics were compared across those high or low on self-efficacy for managing the work–nonwork boundary.

Kathryn M. Packell, Reliant
Anupama Narayan, The University of Tulsa
Christopher Wright, Corporate Survey.com
Submitter: Kathryn Packell, kathryn-packell@utulsa.edu

72-27 Positives and Negatives of the Work–School Interface

This study draws from the extensive research on work and family and examines a model of the antecedents and outcomes of work–school conflict and work–school facilitation.

Neha Singla, CEB
Submitter: Neha Singla, nesingla3@gmail.com

72-28 The Effect of Perceived Work-life Support on Employee Outcomes

Drawing on social exchange theory, this study was conducted to examine the effects of perceived coworker and supervisor work–life support on employee work–life balance, job satisfaction, organizational commitment, and organizational citizenship behaviors. Findings indicate that coworker and supervisor support are related to these outcomes, but not equally.

Lauren Kopp, University of Wisconsin-Stout
Alicia Stachowski, University of Wisconsin-Stout
Submitter: Alicia Stachowski, stachowskia@uwstout.edu

72-29 Work and Family Role Demands: Effects on Adult Learners

This poster drew from conservation-of-resource theory and measured role conflict and role enrichment experienced by 110 adult learners.
learners due to work and family demands. Life satisfaction and academic performance correlated positively with enrichment and negatively with conflict. Regression results showed the value of role enrichment for the explanation of life satisfaction.

Christopher Foo, SIM University
Klaus J. Templer, SIM University
Submitter: Klaus J. Templer, ktptempler@unisim.edu.sg

72-30 Boundary Work Among Highly Skilled Temporary Workers

Based on a qualitative study of highly skilled temporary workers, it is proposed that in a new environment with different boundary management paradigms employees can manage work–family conflict by changing boundary work tactics, revisiting altered demands, and accessing alternate sources of social support.

Lalitha Urs, University of Minnesota
Erin L. Kelly, University of Minnesota
Aaron M. Schmidt, University of Minnesota
Submitter: Lalitha Urs, lalitha.urs@gmail.com

72-31 Cross-Domain Communication and Technology Usage and the Work–Family Interface

Two interlocking studies examine the relationship between cross-domain technology communication and usage and work–family conflict and facilitation, and the moderating effect of work external locus of control. Findings indicate that cross-domain communication and technology usage both have positive effects on conflict and facilitation. Some moderators were supported.

Min Wan, University of Wisconsin-Milwaukee
Margaret A. Shaffer, University of Wisconsin-Milwaukee
Anne Marie Francescolo, Hong Kong Baptist University
Janice R. W. Joplin, Southern Illinois University Edwardsville
Theresa Lau, The Hong Kong Polytechnic University
Eric Cheung, San Miguel Corporation
Submitter: Min Wan, minwan@uw.edu

72-32 Emotional Demands, Work–Family Interface, Performance: Examining Moderating Role of Leisure

A model depicting paths between emotional labor and work outcomes through work–family interface was tested and leisure activities as moderators in these paths examined. Results indicate that although emotional labor yields varying influences on work–family interface, and ultimately work outcomes, active leisure moderates these effects.

Yen-chun Chen, I-Shou University
Cindy Wu, Baylor University
Submitter: Cindy Wu, Cindy_Wu@baylor.edu

72-33 A Preliminary Investigation of Work–Work Conflict: Conflict Between Two Jobs

This study explored work–work conflict (WWC), a novel construct that reflects conflict between jobs for people with more than 1 job. Results suggest that WWC has a relationship with primary and secondary job outcomes (burnout, intent to quit, job satisfaction, engagement), supporting source attribution theory. Implications are discussed.

Kevin T. Wynne, Development Dimensions International (DDI)
Lydia E. Hamblin, Wayne State University
Sarah R. Stoddard, Wayne State University
Alyssa McGonagle, Wayne State University
Submitter: Kevin Wynne, k.wynne@wayne.edu

72-34 Examining Workaholism and Satisfaction: The Mediating Role of Work-to-Family Conflict

Work-to-family conflict (WFC) was documented as a mediator of the relationship between workaholism (working excessively and compulsively) and job satisfaction, relationship satisfaction, and family disengagement. Further, work overload pressures (pressure from the organization to work excessively) were found to moderate the relationship between workaholism and WFC.

Anna K. Young, University of Connecticut
Katrina A. Burch, University of Connecticut
Janet L. Barnes-Farrell, University of Connecticut
Submitter: Anna Young, anna.young@uconn.edu

73. Symposium/Forum: 1:30 PM–2:20 PM
Room 303AB

Personality’s Flynn Effect: Recent Upward Trends in Personality Scores

This symposium evaluates recently shifting norms in personality scores. Four papers utilizing large samples are included and address international and domestic score adjustment, differential score adjustment for protected classes, and comparisons between applicants and incumbents. Implications for the use of personality assessments in selection test batteries are discussed.

Adam H. Kabins, Assess Systems, Co-Chair
Keith D. McCook, Assess Systems, Co-Chair
Blaine H. Gaddis, Hogan Assessment Systems, Renee F. Yang, Hogan Assessment Systems, Examining Score Drift in Personality Assessment Scales Across the Globe
Keith D. McCook, Assess Systems, Adam H. Kabins, Assess Systems, Applicant Drift: Leveling the Personality Playing Field for Protected Classes
Gary J. Greguras, Singapore Management University, Discussant
Submitter: Adam Kabins, akabins@assess-systems.com

74. Symposium/Forum: 1:30 PM–2:20 PM
Room 317B

Developments in Goal Research: Where Are We Now

Research on the effect of goals has a long history in the area of work motivation. Different frameworks have been proposed to explain goal effects on performance outcomes. This symposium brings together the latest research on recent developments in goal research, by integrating perspectives of achievement, multiple, and subconscious goals.

Karen Van Dam, Open University, Chair
Tanja Bipp, Open University, Co-Chair
Nico W. Van Yperen, University of Groningen, Monica Blaga, University of Groningen, Tom Postmes, University of Groningen, Achievement Goal Research: State of the Art and Looking Ahead
Tanja Bipp, Open University, Ad Kleingeld, Technische Universität Eindhoven, The Interactive Performance Effect of Subconscious Goals and Negative Feedback
Sinhui Chong, Michigan State University, Richard P. DeShon, Michigan State University, The Influences of Social Context on Multiple-Goal Regulation Over Time
Gary P. Latham, University of Toronto, Discussant
Submitter: Karen Van Dam, k.vandam@ou.nl
Sodium presents results of 4 field studies that challenge this view. Doesn’t occur, doesn’t matter, and can’t be corrected. This symposium during the last decade has been that faking using personality measures for selection. The conventional wisdom for organizations considering whether faking occurs and matter, it’s about when, not whether. Faking has been a major concern for organizations considering using personality measures for selection. The conventional wisdom in the faking literature during the last decade has been that faking doesn’t occur, doesn’t matter, and can’t be corrected. This symposium presents results of 4 field studies that challenge this view.

Christopher R. Leupold, Elon University, Chair
Nicole G. Pulito, Right Management, Panelist
Tracy Pleus, Manitowoc Company, Panelist
Maggie Blake Kudick, CUNA Mutual Group, Panelist
Submitter: Nicole Pulito, nicole.pulito@right.com

Room 323B
Strategic Succession Management: Defining, Assessing, and Developing Future Leadership Talent
This practitioner-oriented panel discussion will examine case studies of the application of strategic succession management programs. Workforce trends will be reviewed and a core framework for optimal succession planning presented. A particular emphasis will be placed on defining talent needs, assessing potential, and developing readiness for future success.

Bradley J. Brummel, The University of Tulsa, Host
Reeshad S. Dalal, George Mason University, Host
Submitter: Bradley Brummel, bradley-brummel@utulsa.edu

Room 324
Opportunities for I-O Psychology in Cybersecurity Research
This conversation hour brings together I-O psychologists interested in the unique opportunities for research and funding in cybersecurity. Two I-O psychologist involved in federally funded cybersecurity research projects will describe their work and facilitate a discussion among participants to motivate thinking about ways in which their research could involve cybersecurity.

Bradley J. Brummel, The University of Tulsa, Host
Reeshad S. Dalal, George Mason University, Host
Submitter: Bradley Brummel, bradley-brummel@utulsa.edu

Room 327
Aviation Safety and Security: Multidisciplinary Methods for Enhancing Human Performance
Industrial-organizational (I-O) psychologists and human factors (HF) specialists share the common goal of enhancing human performance in the workplace. This is especially important in safety- and security-critical missions, like aviation. This panel discussion aims to illustrate how a multidisciplinary perspective enhances the science of human performance.

Tracy E. Costigan, American Institutes for Research, Chair
Kelley J. Krokos, American Institutes for Research, Panelist
Florian Jentsh, University of Central Florida, Panelist
Liza Josias, American Institutes for Research, Panelist
Lauren Thomas, Psysafe Ltd (Safety Psychologists), Panelist
Jennifer King, Transportation Security Administration, Panelist
Submitter: Tracy Costigan, tcostigan@air.org

Room 328
Does Faking Occur and Matter? It’s about When, Not Whether
Faking has been a major concern for organizations considering using personality measures for selection. The conventional wisdom in the faking literature during the last decade has been that faking doesn’t occur, doesn’t matter, and can’t be corrected. This symposium presents results of 4 field studies that challenge this view.

Jinyan Fan, Auburn University, Chair
Ronald C. Page, Assessment Associates International, Chair
Jinyan Fan, Auburn University, Guoxiang Zhao, Henan University, Yongxin Li, Henan University, Minghui Wang, Henan University, Hui Meng, East China Normal University, Personality Scores Across Selection and Development Contexts: Evidence for Faking
Yuan Yuan, Auburn University, Carl Liang, C&D Management Consulting, Inc., Ning Hou, Auburn University, Winnie Peng, C&D Management Consulting, Inc., Self-Deceptive Enhancement and Impression Management as Moderators of Personality-Performance Relationships
Ronald C. Page, Assessment Associates International, Michael W. Natali, University of Minnesota, How Adjusting Personality Scores for Response Distortion May Boost Validity
Esteban Tristan, Select International, Mei-Chuan Kung, Select International, Megan B. Morris, Wright State University, David A. Periard, Wright State University, Gary N. Burns, Wright State University, Faking of Safety-Related Measures in Applicant Assessment
Paul R. Sackett, The University of Minnesota, Discussant
Submitter: Jinyan Fan, fanjinyan@yahoo.com

Room 306A
Leadership Development: Best Practices From Academic and Professional Settings
This session will highlight best practices for developing leadership in academic and professional settings. Panelists will draw upon their experience and research to describe how 360-degree feedback, coaching, case analyses, reflective exercises, teamwork assessments, service learning, and information technology can enhance leaders’ self-awareness, moral reasoning, ethical conduct, and social capital.

Elizabeth Karam, Texas Tech University, Chair
David V. Day, University of Western Australia, Panelist
William L. Gardner, Texas Tech University, Panelist
Adam Goodman, Northwestern University, Panelist
Fred O. Walumbwa, Arizona State University, Panelist
Claudia C. Cogiliser, Texas Tech University, Panelist
Submitter: William Gardner, william.gardner@ttu.edu
81. Panel Discussion: 2:00 PM–3:20 PM
Room 306B
Beyond the Subject Pool: Creative Sampling Methods in I-O Research
This interactive panel is intended for academic and applied researchers interested in using creative sampling methods, including social media, Mechanical Turk, community-based sampling, and publicly available archival datasets. Experienced panelists, representing multiple content areas, will discuss the scientific/practical advantages and challenges/pitfalls including IRB concerns for each alternative data collection method.
Sandra L. Fisher, Clarkson University, Co-Chair
Karim A. Ovis, U.S. Army Research Institute, Co-Chair
Howard M. Weiss, Georgia Institute of Technology, Panelist
Michael T. Ford, University at Albany, SUNY, Panelist
Richard N. Landers, Old Dominion University, Panelist
Garett N. Howardson, The George Washington University, Panelist
Michael N. Karim, The George Washington University, Panelist
Morrie Mullins, Xavier University, Panelist
Submitter: Sandra Fisher, sfisher@clarkson.edu

82. Symposium/Forum: 2:00 PM–3:20 PM
Room 309
Why Assessment Center Exercises Elicit Variable Performance: Unpacking Differences
Assessment center participants frequently display different patterns of performance across exercises. This symposium features 4 studies that probe exercise effects in more depth, examining familiarity with exercise content, variability in performance across exercises by dimension, exercise effects on ability to identify criteria, and a taxonomy of exercise characteristics.
Rodger W. Griffeth, Ohio University, Chair
Allison N. Tenbrink, Ohio University, Co-Chair
Kimberly A. Smith-Jentsch, University of Central Florida, Christopher Weise, University of Central Florida, Mitch Tindall, University of Central Florida, Wei Wang, University of Central Florida, Exercise-Specific Task Experience and the Construct Validity of AC Ratings
Alyssa M. Gibbons, Colorado State University, Rodger W. Griffeth, Ohio University, Allison N. Tenbrink, Ohio University, Sang Eun Woo, Purdue University, Theresa Martelli, Ohio Dept. of Public Safety, Variability in Random Exercise Effects by Dimension
Wei Wang, University of Central Florida, Mitch Tindall, University of Central Florida, Kimberly A. Smith-Jentsch, University of Central Florida, Christopher Weise, University of Central Florida, Beyond Cognitive Ability: Personality and Situational Judgment in Exercises
Colby L. Kennedy, University of Georgia, Brian J. Hoffman, University of Georgia, Elizabeth L. Monahan, University of Georgia, Chelsea A. Rowe, University of Georgia, A Taxonomic Review of AC Exercise Characteristics
Submitter: Alyssa Gibbons, alyssa.gibbons@colostate.edu

83. Alternative Session Type: 2:00 PM–3:20 PM
Room 311
IGNITE Session: Important Considerations Throughout The Selection Lifecycle
In this fast-paced session, 10 selection experts are allowed 5 minutes to run through 20 automatically advancing slides dealing with topics related to various points of the selection process. With presentations spanning from candidate reactions to legal considerations, these seasoned practitioners and academics will be sure to IGNITE the audience.
Lilly Lin, Development Dimensions International (DDI), Chair
Scott C. Erker, Development Dimensions International (DDI), Presenter
Laura Eigel, PepsiCo, Frito-Lay Division, Presenter
Deniz S. Ones, University of Minnesota, Presenter
Corina Rice, CSX Transportation, Presenter
Ken Lahti, CEB, Presenter
Nathan R. Kuncel, University of Minnesota, Presenter
Kevin R. Murphy, Lamorinda Consulting, Presenter
Mark A. LoVerde, CEB, Presenter
Jamie L. Winter, Development Dimensions International (DDI), Presenter
Craig R. Dawson, CEB, Presenter
Submitter: Lilly Lin, lilly.lin@ddiworld.com

84. Panel Discussion: 2:00 PM–3:20 PM
Room 314
Balancing the Art and Science of CEO Succession Planning
CEO succession planning is becoming increasingly important as CEO tenures decrease and evidence suggesting the perils of external CEO appointments mounts. The literature describes elegant succession strategies, however, in reality, many boards still hire externally and HR/OD professionals experience resistance during implementation. This panel will share their insights and strategies.
Orla M. NicDomhnaill, Institute for Leadership Potential, Chair
Ingo Susing, The Centre for CEO Succession/Johnson Leadership Advisory, Panelist
Tim Ford, Performance Integrity, Panelist
Michael N. Bazigos, McKinsey & Co., Panelist
Katherine Corrie, Leightons Holdings, Panelist
Submitter: Orla NicDomhnaill, orlianicd@gmail.com

85. Symposium/Forum: 2:00 PM–3:20 PM
Room 316C
Health and Well-Being in the Army: Working With Big Data
A wealth of data collected by the Army exists within the Person–event Data Environment (PDE) for use in various streams of research. Several researchers using Big Data in the PDE are linking Army soldier well-being/psychological health to significant organizational outcomes such as engagement, retention, and healthcare costs.
Alycia L. Perez, Research Facilitation Team/Army Analytics Group, Chair
Kevin N. Griffith, Research Facilitation Team/Army Analytics Group, Loryana L. Vie, University of Pennsylvania, Lawrence M. Scheier, University of Pennsylvania, Paul B. Lester, Research Facilitation Team/Army Analytics Group, Martin EP Seligman, University of Pennsylvania, Person–event Data Environment: Leveraging Big Data for Improved Well-Being
Stacy A. Jenkins, Research Facilitation Team/Army Analytics Group, Norma L. Reyes, Research Facilitation Team/Army Analytics Group, Alycia L. Perez, Research Facilitation Team/Army Analytics Group, Healthy Families, Engaged Employees: Positive Spillover in the Military
Loryana L. Vie, University of Pennsylvania, Lawrence M. Scheier, University of Pennsylvania, Martin EP Seligman, University of Pennsylvania, Commitment and psychosocial functioning in soldiers
Mitchel Herian, University of Nebraska Public Policy Center, Peter D. Harms, University of Nebraska, Lincoln, Affect and Perceptions of Health Risk: A Longitudinal Study
Kevin N. Griffith, Research Facilitation Team/Army Analytics Group, Yu...
86. Symposium/Forum: 2:00 PM–3:20 PM  Room 317A
Meta-Analysis Methods for Messy, Incomplete, and Complex Data

This symposium explores applications of meta-analysis to situations with messy, complex, and incomplete data. The presenters will discuss methods for outlier detection, reliability corrections for group-level relationships, heterogeneity assessment with categorical data, and Bayesian methods for updating meta-analytic results.

Scott B. Morris, Illinois Institute of Technology, Chair
Jisoo Ock, Rice University, Fred Oswald, Rice University, Definitions and Detection of Outlier Effects in Meta-Analysis
Maura I. Burke, Illinois Institute of Technology, Ronald S. Landis, Illinois Institute of Technology, Michael J. Burke, Tulane University, Conducting Meta-Analysis at the Group Level of Analysis
Scott B. Morris, Illinois Institute of Technology, Jialin Huang, Illinois Institute of Technology, Assessing Homogeneity of Effect Size With Dichotomous Data

Michael T. Brannick, University of South Florida, Nanhwa Zhang, Cincinnati Children's Hospital, A Bayesian Approximation for Updating a Meta-Analysis
Michael A. McDaniel, Virginia Commonwealth University, Discussant
Submitter: Scott Morris, scott.morris@iit.edu

87. Special Events: 2:00 PM–3:20 PM  Room 318A
Alliance Invited Session: Research Incubator on Global Youth Unemployment/Underemployment

What are the challenges for youth (ages 15–24) gaining access to jobs they are trained for in today’s global workplace? Experts in the area of youth unemployment/underemployment will describe the scope of the issue and coordinate SIOP members in an interactive discussion designed to jumpstart new cross-cultural research collaborations.

Lisa Finkelstein, Northern Illinois University, Co-Chair
Elora Voyles, Northern Illinois University, Co-Chair
Ute-Chistine Klehe, Justus Liebig Universität Giessen, Presenter
José M. Peiro, University of Valencia, Presenter
Rosalind H. Searle, Coventry University, Presenter
Submitter: Lisa Finkelstein, lisa@niu.edu

88. Symposium/Forum: 2:00 PM–3:20 PM  Room 318B
Organizational Neuroscience: Topics, Methods, and Implications

The purpose of this symposium is to introduce neuroscience in building theory, research methodologies, and practical applications. Specific topics to be addressed include emotions/affect and ethical and moral reasoning. Also considered will be neurological scanning techniques, as well as practical implications pertaining to the neuro-enhancement of individuals.

David A. Waldman, Arizona State University, Chair
Suzanne J. Peterson, Arizona State University, Christopher S. Reina, Arizona State University, Neuroscience as a Basis for Understanding Emotions and Affect
Suzanne J. Peterson, Arizona State University, Christopher S. Reina, Arizona State University, The Third Front: Costs of Army Soldier Psychological Health Issues
Submitter: Aycia Perez, aycia.perez.ctr@mail.mil

Pierre Balthazard, St. Bonaventure University, Robert Thatcher, Applied Neuroscience, Inc., Neuroimaging Techniques and Organizational Neuroscience Research
Neal M. Ashkanasy, University of Queensland, Discussant
Submitter: David Waldman, waldman@asu.edu

89. Panel Discussion: 2:00 PM–3:20 PM  Room 322AB
New Opportunities in Implementation Science and Practice for I-O Psychologists

Implementation science is a rapidly growing research and practice area focusing on how to efficiently and effectively implement innovations in organizations. This panel discussion will highlight areas for which I-O psychologists are particularly well-positioned to provide expertise and advance implementation science and practice.

Gregory A. Aarons, University of California, San Diego, Chair
Mark G. Ehrhart, San Diego State University, Panelist
Sylvia J. Hysong, Michael E. DeBakey VA Medical Center, Panelist
Sallie J. Weaver, Johns Hopkins School of Medicine, Panelist
Bryan J. Weiner, University of Michigan, Panelist
Submitter: Gregory Aarons, gaarons@ucsd.edu

90. Symposium/Forum: 2:00 PM–3:20 PM  Room 323A
Little Teams, Big Data: Understanding Teams Using Digital Traces

This symposium showcases the use of digital trace data to understand teams. Presentations focus on the type of data captured by digital traces, new types of questions asked when using digital traces, and new tools and techniques used to answer questions about teams.

Leslie A. DeChurch, Georgia Institute of Technology, Chair
Raquel Asencio, Georgia Institute of Technology, Co-Chair
Leslie A. DeChurch, Georgia Institute of Technology, Noshir Contractor, Northwestern University, Raquel Asencio, Georgia Institute of Technology, Dorothy R. Carter, Georgia Institute of Technology, Big Data: Motivating New Theories and Methods to Understand Teams
Steve W. J. Koslowski, Michigan State University, Big Data: Capturing the Dynamics of Team Processes
Raquel Asencio, Georgia Institute of Technology, Toshio Murase, Georgia Institute of Technology, Peter W. Seely, Georgia Institute of Technology, Kathryn Daimlymp, Georgia Institute of Technology, Leslie A. DeChurch, Georgia Institute of Technology, Barthelemy Chollet, Grenoble Ecole de Management, Using Digital Traces and Bipartite Networks to Understand Team Process
Ralph A. Heidl, Michigan State University, Daniel Chaffin, Michigan State University, John R. Hollenbeck, Michigan State University, Roger Calantone, Michigan State University, Wearable Sensors and the Measurement of Individual and Collective Behavior
Submitter: Raquel Asencio, rasenci0hodge@gmail.com
94-1 Personal and Professional Implications of Trait Mindfulness: A Meta-Analytic Review

Mindfulness is a quickly growing area of research; however, it has just recently moved into the realm of workplace researchers. This study meta-analytically cumulates the research on mindfulness and considers the impact of mindfulness on personal (i.e., depression, anxiety) and professional (i.e., job satisfaction, burnout, job performance) outcomes.

Josh W. Allen, Florida International University
Jessica Mesmer-Magnus, University of North Carolina-Wilmington
Chockalingam Viswesvaran, Florida International University
Submitter: Josh Allen, jalle015@fiu.edu

94-2 Stressors, Performance, and the Moderating Effect of General Self-Efficacy

This research aims to justify the challenge stressor–hindrance stressor framework and investigate the moderating role of general self-efficacy (GSE) in the stress process. The findings indicate that the challenge-hindrance stressor framework exists, and employees with high GSE would benefit from increasing challenges in the workplace.

Danyang Du, Peking University
Chang-qin Lu, Peking University
Submitter: Danyang Du, ddy714@pku.edu.cn

94-3 Job Stressors, Job Performance, and Conscientiousness: A Mixed-Method Approach

Using a mixed-method approach, this poster examined job stressors, job performance, an organizational citizenship behavior (job dedication), and the moderating effect of Conscientiousness. It was found that (a) challenge and hindrance stressors predicted job performance/dedication in opposite directions, and (b) employees’ Conscientiousness moderated hindrance stressors in relations to performance and dedication.

Cong Liu, Hofstra University
Ying Liu, Renmin University of China
Maura J. Mills, Hofstra University
Jinyan Fan, Auburn University
Submitter: Cong Liu, cong.liu@hofstra.edu

94-4 Relationships Between Personality Traits and Safety Behaviors: A Meta-Analysis

This study meta-analyzed the relationships between the 5-factor model personality traits and safety behaviors. Moderators concerning the conceptualization of both personality and safety behavior were also examined. Results showed that Extraversion, Agreeableness, and Conscientiousness were meaningfully related to safety behaviors while Neuroticism and Openness were unrelated to safety behaviors.

Mallory A. McCord, University of Central Florida
Lindsay Y. Dhanani, University of Central Florida
Jeremy M. Beus, University of Central Florida
Submitter: Mallory McCord, m.mccord@knights.ucf.edu

94-5 Personality and the Motivation for Leadership, Entrepreneurship and Professional Work

Data indicate that although the Big 5 personality traits, low risk aversion, proactive personality and learning goal orientation correlate with leadership and entrepreneurial motivations, high risk aver-
94-10 Warning Against Faking: Investigating the Measurement Equivalence of Personality Scales

This study explores the influence of warning statements on the validity of personality measures. Using item response theory, this poster investigated the possibility of differential item functioning across groups that either received a warning to respond honestly or did not. Results indicated that some items demonstrated differential functioning.

Amy DuVernet, Training Industry, Inc.
Thomas J. Whelan, Javelin HR Solutions
Stephanie N. Seiler, FurstPerson
Clara E. Hess, North Carolina State University
Submitter: Amy DuVernet, amyduv@gmail.com

94-11 Effects of Group Cohesion and Emotional Stability on Emotional Exhaustion

This poster examined the interactive effects of group cohesion and Emotional Stability on employee emotional exhaustion. Findings indicate only employees high in Emotional Stability benefit from cohesive teams. The concept of deficiency in emotional stability (DES) in supplement is introduced to current theory in explaining these and related findings.

Benjamin A. Farmer, University of Houston
Sophie Romay, University of Houston
Lars U. Johnson, University of Houston
Sonya M. Stokes, University of Texas at El Paso
Amanda L. Palmer, Rice University
Min-Kyu Joo, University of Houston
Lawrence Roth, St. Cloud State University
Loring J. Crepeau, Defense Equal Opportunity Management Institute (DEOMI)
L. A. Witt, University of Houston
Submitter: Benjamin Farmer, bfarmer@uh.edu

94-12 Do Extraverts Prefer Multitasking? Investigation of the Extraversion–Polychronicity Relationship

An experimental examination of polychronicity (i.e., the preference for multitasking) and its correlates was conducted. These relationships were analyzed in 4 different conditions in order to explicate the potential boundary conditions acting upon these correlations. The study found that the correlation between polychronicity and Extraversion is context dependent.

Nicolette M. Ginther, Pennsylvania State University
Rick R. Jacobs, Pennsylvania State University
Submitter: Nicole Ginther, nicoleginther@gmail.com

94-13 Social Intelligence and Work Attitudes: The Mediating Role of LMX

This study analyzed LMX’s mediating role between social intelligence and job satisfaction, and job satisfaction’s mediating role between LMX and affective commitment. Results indicate that LMX and job satisfaction act as full mediators. Organizations interested in influencing job attitudes might develop employee social skills and foster high-quality LMX relationships.

Sarah E. Hill, University of Missouri-St. Louis
Kelli Huber, University of Missouri-St. Louis
Robert J. Synovec, University of Missouri-St. Louis
John P. Meriac, University of Missouri-St. Louis
Submitter: Sarah Hill, seht4@umsl.edu
94-14 Environmental Sustainability and National Personality

Nationally aggregated personality levels were examined in relation to benchmarks of environmentally sustainable performance. Population levels of Agreeableness and Openness were positively correlated with improved environmental performance, demonstrating isomorphism to individual-level predictors of environmental concern. Results remained significant when controlling for national differences in wealth, education, and population size.

Jacob B. Hirsh, University of Toronto
Submitter: Jacob Hirsh, jacob.hirsh@rotman.utoronto.ca

94-15 Trait, State, and Task-Contingent Conscientiousness: Predicting Learning and Transfer

This poster examined the roles of trait, state, and task-contingent Conscientiousness in the learning and transfer of a computer-based training program. State Conscientiousness during training mediated the influence of trait Conscientiousness on self-regulatory mechanisms and subsequent performance. Task-contingent Conscientiousness exerted a direct effect on the dynamic, difficult transfer task.

Jason L. Huang, Wayne State University
Reed J. Bramble, Wayne State University
Submitter: Jason Huang, jasonhuang@wayne.edu

94-16 Revisiting the Relationship Between Impression Management and Job Performance

Although theoretical arguments suggest that impression management should be related to job performance, empirical results have been unsupportive of the association. In this study, 2 samples (both concurrent and predictive designs) found that impression management was related to objective performance for employees in sales jobs.

Dan Ispas, Illinois State University
Alexandra Ilie, Illinois State University
Dragos Iliescu, NSPAS University, Bucharest
Joshua T. Rohlfis, Illinois State University
Kevin L. Askew, University of South Florida
Michael E. Rossi, University of South Florida
Submitter: Dan Ispas, dispas@gmail.com

94-17 Investigating Ceiling Effects for Personality Faking in Work Settings

Operational studies including applicant and incumbent administrations of personality assessments were examined for ceiling effects. The percent maximum value achieved was calculated and it was concluded that, although faking effects are positive across all dimensions of the 5 factor model of personality, reaching the maximum score is a rare occurrence.

Chelsea E. Jenson, University of Minnesota
Paul R. Sackett, University of Minnesota
Submitter: Chelsea Jenson, jens1177@umn.edu

94-18 Personality Profiles and Modes of Conflict

This study was conducted to examine personality profiles and conflict styles. Researchers leveraged a large archival dataset (N = 2,436) of individuals who completed the CPI260 and the Thomas-Kilmann Conflict Mode Instrument. Analyses revealed significant differences between personality profiles and which conflict modes they most commonly endorsed.

Craig A. Johnson, CPP Inc.
Justin Arneson, CPP, Inc.
Richard C. Thompson, CPP, Inc.
Submitter: Craig Johnson, cjohnsn38@gmail.com

94-19 Predicting Optimal Experience (Flow): Individual Differences Versus Task Characteristics

Despite increased interest in optimal experience or “flow” in I-O psychology, basic questions about the construct remain. In a sample of full-time employees, this poster showed that individual differences (personality) are comparable to the importance of situational factors (task characteristics) in predicting optimal experience at work.

Scott R. Ross, DePauw University
Katherine Wood, DePauw University
Heidi N. Keiser, University of Minnesota
Submitter: Heidi Keiser, keise026@umn.edu

94-20 Examining Modal Personality Differences Between Organizations and Occupations

This study was conducted to directly examine homogeneity hypotheses regarding personality characteristics at the organizational and occupational level. Through the application of MANOVA, ICC(1), and Rwg analyses, the relationships between variance in personality and organization, occupation, job family, job category, and job title were examined.

Danielle D. King, Michigan State University
Catherine Ott-Holland, Michigan State University
Ann Marie Ryan, Michigan State University
Patrick L. Wadlington, Birkman International, Inc.
Fabian Elizondo, Birkman International, Inc.
Submitter: Danielle King, dnlking@gmail.com

94-21 Faking and Socially Desirable Responding: An Experimental Integration

There is very little cross-fertilization of the faking and socially desirable responding literatures. The concepts of response style and response set are used to integrate the literatures and report the results of an experiment that incorporates procedures borrowed from both research traditions.

Taylor M. Hutchins, Saint Cloud State University
Amber L. Hancock, Saint Cloud State University
Eden M. Faust, Saint Cloud State University
Alicia Stachowski, University of Wisconsin-Stout
Submitter: John Kulas, jkulas@stcloudstate.edu

94-22 Explicit and Implicit Predictors of Achievement Orientation Reputation at Work

This poster examined how self-reported and indirectly (Implicit Association Test) measured achievement orientation relates to other-rated achievement orientation. Findings indicate that both explicit and implicit achievement orientation were associated with reputation. As socioanalytic theory suggests, the social effectiveness construct of political skill moderated the relation between self-rated and other-rated achievement orientation.

Erik Dietl, University of Hohenheim
James A. Meurs, University of Calgary
Submitter: James Meurs, james.meurs@haskayne.ucalgary.ca
94-23 An Examination of Warning Type on Personality Faking

The purpose of this study was to determine if the type of warning influenced faking a personality assessment. Participants completed the assessment in either an unwarned or 1 of 5 warning conditions. Results showed that mean trait scores were lower when warned, but scores did not vary across warning type.

Tyree D. Mitchell, DePaul University
Christopher K. Adair, DePaul University
Submitter: Tyree Mitchell, tyree.mitchell@yahoo.com

94-24 Circumplex Traits Versus Facet Traits

This study compared the criterion validity of circumplex traits and personality facets in explaining variance in counterproductive work behavior (CWB). Results suggest circumplex traits explain unique variance in CWBs beyond that of personality facets, indicating that circumplex traits' blend of personality factors, rather than narrowness, drives these unique relationships.

Megan B. Morris, Wright State University
Gary N. Burns, Wright State University
David A. Periard, Wright State University
Submitter: Megan Morris, morris.156@wright.edu

94-25 The Workplace IPIP: A Contextualized Measure of Personality

Two studies were conducted in order to create and validate a work-specific, contextualized measure of personality. Results provide evidence of construct validity of a free, public access, contextualized measure of the 5-factor model of personality.

Haley Myers, University of North Carolina Charlotte
Eric D. Heggestad, University of North Carolina Charlotte
Jill E. Ellingson, Ohio State University
Submitter: Haley Myers, hmyers11@unc.c.edu

94-26 The Faking Warning in Conventional and Forced-Choice Personality Measures

Faking warnings and forced-choice formats are promising methods to combat applicant faking. This poster investigated the potential of these 2 methods simultaneously to combat applicant faking on personality inventories. This study examined the degrees to which the warning applied to each the forced-choice and single-stimulus measures.

Naomi Lee, University of Calgary
Thomas A. O’Neill, University of Calgary
Jelena Radan, University of Calgary
Stephanie J. Law, University of Calgary
Rhys J. Lewis, Sokanu
Julie J. Carswell, Sigma Assessment Systems
Submitter: Thomas O’Neill, toneill7@gmail.com

94-27 The Paradox of ADHD Disinhibition in Entrepreneurs

Relatively little is known about the psychology of entrepreneurs. This research examined the effects of behavioral (ADHD) disinhibition in founders on attracting a start-up team. Results suggest that although disinhibition may facilitate initiating opportunity pursuit, it undermines founders’ ability to attract others (e.g. potential employees) to the new firm.

Daniel A. Lerner, Duesto Business School
Joseph G. Rosse, University of Colorado, Boulder
Submitter: Joseph Rosse, joseph.rosse@colorado.edu

94-28 A Psychopathic Advantage? Relations Between Psychopathy, Engagement, and Abusive Supervision

This poster examined the relationships between primary and secondary subclinical psychopathy and engagement via positive affect. Two experiments and one field study showed high-second-ary psychopathy individuals to be less engaged in general, but high-primary psychopathy individuals reported higher levels of engagement than low-primary psychopathy individuals under high levels of abusive supervision.

Charlice Hurst, Richard Ivey School of Business
Yongsuik Jung, Richard Ivey School of Business
Lauren Simon, Portland State University
Dante Pirouz, Richard Ivey School of Business/The Brain and Mind Institute
Submitter: Lauren Simon, lausimon@pdx.edu

94-29 Group Personality Composition and Conflict Asymmetry: Effects on Team Learning

This poster empirically examined an antecedent of conflict asymmetry and predicted that dispersion in group personality composition of Neuroticism is positively related to asymmetry in conflict perceptions. It was found that conflict asymmetry has a strong negative impact on team learning; however, this impact is reduced when conflict resolution norms are employed.

Aakarsh Naidu, Indian School of Business
Ruchi Sinha, Indian School of Business
Submitter: Ruchi Sinha, ruchi_sinha@isb.edu

94-30 Social Desirability in Personality Assessment: A New Perspective

This poster attempts to further our understanding of social desirability in personality assessment by extending Edwards’ (1957) methodology for measuring social desirability. Personality item responses, direct content validity ratings of the items, and first-factor loadings were utilized to help understand the pattern of correlations often found between personality scale scores.

Alicia Stachowski, University of Wisconsin-Stout
John Kulas, Saint Cloud State University
Submitter: Alicia Stachowski, stachowskia@uwstout.edu

94-31 Intelligence and Openness to Experience Relations Across the Lifespan

Forty samples with more than 9,220 participants were amassed to examine the trajectory of relations between general mental ability and Openness to Experience between the ages of 15 and 75. Results indicate that general mental ability becomes more strongly associated with Openness to Experience as individuals get older.

Kevin C. Stanek, University of Minnesota
Deniz S. Ones, University of Minnesota
Submitter: Kevin Stanek, stane040@umn.edu

94-32 Fear of Success: The Imposter Phenomenon in the Work Context

This study was conducted to explore the relevance of the imposter phenomenon in the work context. Results show that impostors are rather dissatisfied with their jobs, are less inclined to display OCB, and tend to have a higher continuance commitment. However, social support can buffer some of the negative effects.
Hawaii Convention Center 2014 SIOP Conference

Jasmine Vergauwe, Ghent University
Bart Wille, Ghent University
Marjolein L. Fys, Ghent University
Filip De Fruyt, Ghent University
Frederik Anseel, Ghent University
Submitter: Jasmine Vergauwe, jasmine.vergauwe@ugent.be

94-33 The Moderating Effect of Honesty–Humility in Personality-Performance Relationship

This poster examined how Honesty–Humility, the sixth major factor of personality, may interplay with other personality traits. Findings from 168 full-time Australian managers indicate that Honesty–Humility moderates the relationship between Agreeableness and interpersonal performance, such that the positive effect of Agreeableness was stronger among those high on Honesty–Humility.

Ying Wang, University of Western Australia
Patrick D. Dunlop, University of Western Australia
Mark Griffin, University of Western Australia
Submitter: Ying Wang, wangyinglena@gmail.com

94-34 Nonlinearity in the Extraversion–Job Performance Relationship

The relationship of enterprising-relevant facets of Extraversion with job performance in the presence of high enterprising job demands is examined. Results show an asymptotic relationship when experiencing high enterprising demands, such that, after a certain threshold, increases in these relevant facets do not result in increasing performance.

Gerhard Blickle, University of Bonn
James A. Meurs, University of Calgary
Andreas Wihler, University of Bonn
Christian Ewen, Universität Bonn
Roxanne Merkl, University of Bonn
Tamaria Misfield, University of Bonn
Submitter: Andreas Wihler, awihler@uni-bonn.de

94-35 Personal Initiative and Job Performance Evaluations: Role of Political Skill

A model in which the interaction of climate for initiative and the political skill facet social astuteness influences personal initiative, which in turn influences performance evaluations depending on the political skill facet interpersonal influence, is examined. Results show that moderated mediation only occurs when both political skill facets are high.

Andreas Wihler, University of Bonn
Gerhard Blickle, University of Bonn
B. Parker Allen III, Florida State University
Wayne A. Hochwarter, Florida State University
Gerald R. Ferris, Florida State University
Submitter: Andreas Wihler, awihler@uni-bonn.de

94-36 Taxometric Analysis Redux: A Replication of Gangestad and Snyder (1985)

Almost 3 decades ago, Gangestad and Snyder (1985) published taxometric evidence indicating that the latent structure of self-monitoring is categorical. A replication study (N = 2951) using modern taxometric procedures was conducted to retest this claim. Results provided evidence of latent dimensional structure. There are implications for IO/OB researchers.

Michael P. Wilmot, University of Minnesota-Twin Cities
Submitter: Michael Wilmot, wilmo040@umn.edu

94-37 Meta-analysis of organization-based self-esteem: Updates and extensions

Drawing from sociometer theory, this meta-analysis (k = 132, N = 38,635) provides updated estimates of the relationships between organization-based self-esteem (OBSE) and associated job attitudes, perceptions, behaviors, and personality traits. Results indicate significant relationships between OBSE and many variables, particularly leadership styles, job satisfaction, and performance.

Peter P. Yu, Baruch College & Graduate Center, CUNY
Christine R. Smith, Baruch College & Graduate Center, CUNY
Eric Knudsen, Baruch College & Graduate Center, CUNY
Laura Sywulak, Baruch College & Graduate Center, CUNY
Kristen M. Shockley, Baruch College & Graduate Center, CUNY
Submitter: Peter Yu, peter.yu@baruch.cuny.edu

94-38 Extending Research on Contextualized Personality Scales

Use of contextualized personality scales has been touted as an effective means of improving the validity of personality measures. The majority of research in this domain has been conducted with student or job incumbent samples. This investigation directly compares contextualized and noncontextualized personality scales with a job applicant sample.

Submitter: David Fisher, dfisher@stanard.com

94-39 Measuring Personality Through SJTs: Some Preliminary Findings

This poster examined the criterion-related validity of an interactionist measure of personality using SJTs. Conscientiousness as measured by the SJT showed incremental validity above its generic questionnaire measure, confirming our expectation that the contextualization of personality measure has certain benefits.

Myrjam Van de Vijver, University of Ghent
Submitter: Myrjam Van de Vijver, myrjam.vandevijver@ugent.be

95. Symposium/Forum: 2:30 PM–3:20 PM
Room 303AB

Work and Family Across the Globe: Considerations of Cultural Context

Work–family research originated in Western samples, but recently researchers have begun to explore these issues in other cultural contexts. This symposium presents a set of papers that advance cross-cultural work-family research by providing qualitative and quantitative reviews of the literature and incorporating under-studied conceptualizations of cultural variations.

Kristen M. Shockley, Baruch College & Graduate Center, CUNY, Chair
Kristen M. Shockley, Baruch College & Graduate Center, CUNY, Jill Douek, Baruch College & Graduate Center, CUNY, Christine R. Smith, Baruch College & Graduate Center, CUNY, Peter P. Yu, Baruch College & Graduate Center, CUNY, Soner Dumani, University of South Florida, Kimberly A. French, University of South Florida, Cross-Cultural Work–Family Research: The State of the Literature

Tammy D. Allen, University of South Florida, Kimberly A. French, University of South Florida, Soner Dumani, University of South Florida, Kristen M. Shockley, Baruch College & Graduate Center, CUNY, Meta-Analysis of Work–Family Conflict Mean Differences: Does National Context Matter?
2014 SIOP Conference

THURSDAY

Laurent M. Lapierre, University of Ottawa. *Discussant*
Submitter: Kristen Shockley, kristen.shockley@baruch.cuny.edu

96. Panel Discussion: 2:30 PM–3:20 PM
Room 317B

Careers for I-O Psychologists in Humanitarian Work Psychology
Humanitarian work psychology is a recent innovation within I-O psychology that works to enhance human welfare. This innovation is expanding the boundaries of I-O psychology and attracting psychologists and students to it. This panel will describe the type of jobs and career lines that psychologists can undertake to practice HWP.

Walter Reichman, OrgVitality. *Co-Chair*
Mary O. Berry, Sirota. *Co-Chair*
Lori Foster Thompson, North Carolina State University. *Panelist*
Rustin D. Meyer, Georgia Tech. *Panelist*
Su C. Foo, Women for Women International. *Panelist*
Kristen Kirkland, Every Mother Counts. *Panelist*
Submitter: Walter Reichman, walterreichman@gmail.com

97. Symposium/Forum: 2:30 PM–3:20 PM
Room 323B

Understanding the Allocation of Resources to Competing Demands
There is considerable theoretical and practical benefits to understanding how individuals balance competing demands on their time and attention. Utilizing a range of theoretical and methodological approaches, the studies in this session examine the process of multiple-goal self-regulation, identifying important predictors and consequences of resource allocation.

Aaron M. Schmidt, University of Minnesota. *Chair*
Aaron M. Schmidt, University of Minnesota, James W. Beck, University of Waterloo, Laura N. Wallace, University of Minnesota, Lalitha Urs, University of Minnesota, Amanda Kreun, University of Minnesota-Twin Cities. *When to Learn and When to Perform?*

Timothy Ballard, University of Western Australia, Gillian B. Yeo, University of Western Australia, Shayne Loft, University of Queensland, Andrew F. Neal, University of Queensland. *Approach-Avoidance Framing and Uncertainty on Prioritization During Multiple-Goal Striving*
Xiaofei Li, Ohio University, Jeffrey B. Vancouver, Ohio University. *Computationally Modeling the Effects of Normative Feedback*
Katie Piccone, Florida Institute of Technology, Patrick D. Converse, Florida Institute of Technology. *Activated Affect and Resource Allocation*
Submitter: Aaron Schmidt, aschmidt@umn.edu

98. Roundtable/Conversation Hour: 2:30 PM–3:20 PM
Room 324

Greater Good: Making a Difference With I-O, Part II
The objective of this roundtable/conversation hour is to bring together like-minded individuals who are using or want to use their I-O skills and expertise to contribute to the greater good of society. Thus, a community of interest can be established to promote additional prosocial activities after the conference.

Christine E. Corbet, Right Management. *Host*
Sean Cruse, United Nations Global Compact. *Host*
Kathy MacKay, Aon Hewitt. *Host*
Submitter: Christine Corbet, christine.corbet@right.com

99. Panel Discussion: 2:30 PM–3:20 PM
Room 327

Lessons Learned (and Still Learning) Through HR Transformations
By leveraging insights and experiences from different perspectives and organizations, this panel will highlight learnings and challenges at various stages of HR transformations as well as describe steps taken to overcome potential obstacles. The panel will also focus on the role and value of I-O professionals during the transformation stages.

Gary Johnsen, Deloitte. *Chair*
Trent J. Burner, Wal-Mart Stores, Inc. *Panelist*
Michael Tuller, PepsiCo. *Panelist*
Marc Wenzel, Shaker Consulting Group. *Panelist*
Submitter: Michael Tuller, michael.tuller1@pepsico.com

Don’t Miss These Special Sessions on Friday!

SIOP BOOK SERIES SESSIONS

Learn About the SIOP Professional Practice Book Series
7:30 am–8:30 am  305B (CC)
Nancy Tippins, *Chair*; Eduardo Salas, Morgan McCall, Bernardo Ferdman, *Presenters*

Learn About the SIOP Organizational Frontiers Book Series
11:00 am–12:00 noon  305B (CC)
Richard Klimoski, *Chair*; Lori Foster Thompson, *Presenter*
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October 15 – November 15

APPLICATION PERIODS
April 16 – July 5
August 16 – October 15
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*Annual Review of Organizational Psychology and Organizational Behavior*

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Editor: Frederick P. Morgeson
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The *Annual Review of Organizational Psychology and Organizational Behavior* will be devoted to publishing reviews of the industrial and organizational psychology, human resource management, and organizational behavior literature. Topics for review include motivation, selection, teams, training and development, leadership, job performance, strategic HR, cross-cultural issues, work attitudes, entrepreneurship, affect and emotion, organizational change and development, gender and diversity, statistics and research methodologies, and other emerging topics.

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Evidence-Based Practice in Pre-Employment Integrity Testing: Validity, Applicability, and Usability • Thursday, May 15, 2014, 11:00 a.m. – 12:30 p.m., Room 303AB • Co-Chairs: Deniz Ones and Brenton Wiernik, University of Minnesota. Presenters include: John Jones, General Dynamics IT, Dylan Cooper, University of Arizona, Dara Pickering, Hogan Assessment Systems, Stephan Dichter, Baruch College, CUNY and others.

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