

This index shows the main title of every item accepted for the SIOP program, grouped by the primary content area as designated by its submitter. Titles are shown in order of presentation within areas. Numbers with hyphens are posters. For presentation formats other than posters, only the main title is indexed and shown here; subsidiary presentation titles are not included. Visit <http://www.siop.org/ProgramOnWeb/> to search the electronic version of the Conference Program by keywords, all content area codes, and authors' names.

Careers/Mentoring/Socialization/Onboarding/Retirement

- 15 O*NET Based Research: Leading Edge or Wasted Opportunity?, N. Hemisphere E2, 10:30AM
 23 Onboarding Matters, Asia 3, 11:30AM
 62 Rolling Out the Welcome Mat: Applying Academic Process to Real World Onboarding, N. Hemisphere E4, 1:30PM
 99 Theme Track: Predictions on the Future of Work, S. Hemisphere I, 5:00PM
 112 Examining Different Perspectives in Bridge Employment Research, N. Hemisphere A3, 8:00AM
 218 Best Practices for Fostering the Career Development of Millennials, N. Hemisphere E1, 4:30PM
 222 Not Ready for AARP Yet?: Exploring I-O Midcareer Issues, Asia 1, 5:00PM
 227 The SIOP 2017 Living History Series Presents: Sheldon Zedeck, Australia 3, 5:00PM
 273 Making Telework, Work: Remote Mentoring, Leadership, and Teamwork, S. Hemisphere III, 10:00AM
 292 Driving Development and Careers Through Experiences, S. Hemisphere V, 11:30AM
 293-2 A Dual Identification Perspective on Talents' Relation to Their Workgroup, Atlantic BC, 12:00PM
 293-3 Impact of Leadership and Norms on Newcomers' Coworker Helping Trajectories, Atlantic BC, 12:00PM
 293-4 The Impact of Onboarding Levels on Utility and Work Attitudes, Atlantic BC, 12:00PM
 293-7 Coevolution Model of Newcomers' Psychological Contract Formation and Social Networks, Atlantic BC, 12:00PM
 293-8 The Impact and Development of Psychological Capital on Job Seekers, Atlantic BC, 12:00PM
 293-9 Does Adaptability Always Increase P-O fit? A Mediation-Moderation Perspective, Atlantic BC, 12:00PM
 293-10 The Impact of the Intern-Supervisor Relationship Within College Internships, Atlantic BC, 12:00PM
 293-11 Avoiding the Issue: Why Imposters Burn Out, Atlantic BC, 12:00PM
 293-12 Mentoring Support and Occupational Satisfaction: A Latent Growth Model, Atlantic BC, 12:00PM
 293-14 Linking Career Adaptability Dimensions to Adaptation Outcomes: A Meta-Analysis, Atlantic BC, 12:00PM
 293-15 Competencies and Critical Experiences to Transition Between I-O Career Paths, Atlantic BC, 12:00PM
 293-16 Workforce Aging and Firm Performance: The Moderating Effects Organizational Culture, Atlantic BC, 12:00PM
 293-18 A Longitudinal Analysis of Hiring Process Variables on Job Attitudes, Atlantic BC, 12:00PM
 293-19 Future-Oriented Newcomers Achieve Higher Advice Network Centrality via Proactive Networking, Atlantic BC, 12:00PM
 293-22 Work-Family Balance Self-Efficacy's Relationship with STEM Commitment: Unexpected Gender Moderation, Atlantic BC, 12:00PM
 293-23 A RIASEC Snapshot of the Modern U.S. Workforce, Atlantic BC, 12:00PM
 293-26 The Development and Validation of the Mentoring Functions Measure, Atlantic BC, 12:00PM
 293-27 Who Is Coachable? Construct Validity of the Coachability Scale, Atlantic BC, 12:00PM
 293-28 Mitigating Unsupportive Work-Family Cultures With Early Career Stage Supervisor Support, Atlantic BC, 12:00PM
 293-29 The O*NET Interest Profiler and Autism: Identifying Appropriate Occupations, Atlantic BC, 12:00PM
 293-31 Effects of Mentorship Quality on Mentors' Work-to-Family Positive Spillover, Atlantic BC, 12:00PM
 293-32 A Social Network Approach to Newcomer Voice, Atlantic BC, 12:00PM
 293-33 Competencies, Critical Experiences, and Career Paths of I-O Psychologists: Entrepreneurship, Atlantic BC, 12:00PM
 296 Invited Session: Reflections on the State of Science, Asia 2, 12:30PM
 333 Connecting Education and the Labor Market: Skills and Workforce Readiness, Americas Seminar Room, 3:00PM

Coaching/Leadership Development

- 49 Innovations in Leadership Development: Up, Down and All Around, Asia 2, 1:30PM
 121 Emerging Coaches: Where Do I Go From Here?, S. Hemisphere IV, 8:00AM
 144-7 Leadership Lessons for Effective Workplace Meetings, Atlantic BC, 11:00AM
 144-9 Best Practices for a Coaching Practice or Internal Coaching Program, Atlantic BC, 11:00AM
 144-17 Swipe Right: Building Purposeful Strategic Networks, Atlantic BC, 11:00AM
 144-18 Reading Charismatic Leader Biographies Influences Ethical Decision Making, Atlantic BC, 11:00AM
 144-23 A Multilevel Model of Leadership Development Outcomes, Atlantic BC, 11:00AM
 144-25 Leadership Development Through Virtual Teams and Case-Based Discussion, Atlantic BC, 11:00AM
 144-29 Innovative Management Promotes Leadership Commitment, Development, and Succession, Atlantic BC, 11:00AM
 144-30 Developing Minority Leaders: Key Success Factors of Asian Americans, Atlantic BC, 11:00AM
 144-33 The Predictive Validity of Constructive and Dysfunctional Self-Talk, Atlantic BC, 11:00AM
 247 Defining, Evaluating, and Improving High Potential Programs, N. Hemisphere E3, 8:00AM
 285 Vision-Based Coaching for Intentional Change: Insights From Research, N. Hemisphere E1, 11:30AM

Consulting Practices/Ethical Issues

- 10 Choose Your Own Adventure Consulting: Common Challenges Through Different Lenses, N. Hemisphere A1, 10:30AM
 63 Theme Track: As the Pendulum Swings: Debating What's Really New in I-O, S. Hemisphere I, 1:30PM
 92 A Theory That Works!, N. Hemisphere A1, 5:00PM
 123-3 Aristotle, Kant, and Facebook? Implications of Social Media on Ethics, Atlantic BC, 8:30AM
 144-3 Dignity and Trust: An Ethical Leadership Perspective on Employee Monitoring, Atlantic BC, 11:00AM
 144-5 Correlations Between Moral Intensity Dimensions and Individual Difference Variables, Atlantic BC, 11:00AM
 146 What Really Matters? The What and How of Salary Negotiations, Asia 1, 11:30AM
 148 Dueling Consultants: Am I the Smarter One Here?, Asia 4, 11:30AM
 183 #TheStrugglesReal: What You Didn't Learn in Graduate School, S. Hemisphere V, 1:00PM
 195 The Toothless I-O Shark Tank, N. Hemisphere A4, 3:00PM
 248 Big Data, Big Responsibility: Enabling Users Through Policy and Practice, N. Hemisphere E4, 8:00AM
 252 They Said What? I-O in the Media, S. Hemisphere IV, 8:00AM
 310 I-O From the Other Side: Internal-External Consulting Dynamics, S. Hemisphere III, 12:30PM
 314 You've Provided Insights, Now What? Translating Talent Analytics Into Actions, S. Hemisphere IV, 1:00PM

Counterproductive Behavior/Workplace Deviance

- 42 Person Predictors of Counterproductive Work Behavior: Actor and Target Perspectives, S. Hemisphere II, 12:00PM
 46 Traditional and Contemporary Approaches in the Study of Workplace Boredom, S. Hemisphere IV, 12:30PM
 102-7 Learning but Not Relaxing Buffers the Job Stressors-Deviance Relationship, N. Hemisphere CD, 6:00PM

- 138 Why, How, and When: Advancing the Literature on Workplace Incivility, S. Hemisphere I, 10:00AM
 216 All Quiet on the Organizational Front: Knowledge Hiding and Silence, S. Hemisphere II, 4:00PM
 241 Creating an Ethical Workplace: Applying a Model for Ethical Behavior, N. Hemisphere A1, 8:00AM
 289 Revenge, Heart Problems, and Drugs: Consequences of Workplace Mistreatment, S. Hemisphere II, 11:30AM
 313-1 Why Do Newcomers Break Rules? Deviance During Organizational Socialization, Atlantic BC, 1:00PM
 313-2 Volunteer Incivility and Burnout: Resilience Only Gets You So Far, Atlantic BC, 1:00PM
 313-3 Why Arriving Late to Meetings May Harm Workplace Relationships, Atlantic BC, 1:00PM
 313-4 Person-Organization Fit and Counterproductive Work Behaviors via Engagement, Work Motives, Atlantic BC, 1:00PM
 313-5 Dimensionality of Counterproductive Behaviors Across Work and Nonwork Contexts, Atlantic BC, 1:00PM
 313-6 Factors Affecting Self-Other Agreement About Employees' Counterproductive Work Behavior, Atlantic BC, 1:00PM
 313-7 The Influence of Ethical and Abusive Leadership on Impression Management, Atlantic BC, 1:00PM
 313-8 The Long-Term Benefits of Subordinate Retaliation Following Abusive Supervision, Atlantic BC, 1:00PM
 313-9 Incivility, Performance, and Work Behaviors: Implications of the Social Context, Atlantic BC, 1:00PM
 313-10 Inducing Out-Group Hate: Rudeness and Intergroup Conflict, Atlantic BC, 1:00PM
 313-11 Meeting Madness: Counterproductive Meeting Behaviors and Personality Traits, Atlantic BC, 1:00PM
 313-12 Gender Differences in Perceptions of Counterproductive Behavior in Healthcare Professionals, Atlantic BC, 1:00PM
 313-13 A Meta-Analytic Investigation of Cyberloafing, Atlantic BC, 1:00PM
 313-14 The Burden of Being Negative: Social Burden at Work, Atlantic BC, 1:00PM
 313-15 Predicting Counterproductive Work Behaviors: Integrity and Bogus Item Scales, Atlantic BC, 1:00PM
 313-16 Examining Peer Reactions to Constructive and Destructive Deviance, Atlantic BC, 1:00PM
 313-17 Leaders Blame Victims and Forgive Favorites When Assessing Employee Deviance, Atlantic BC, 1:00PM
 313-18 When in Rome: The Effects of Coworker Abusive Behavior, Atlantic BC, 1:00PM
 313-19 Identifying Dark Triad Managers Using Routinely Collected Data, Atlantic BC, 1:00PM
 313-20 A Meta-Analysis of Victim Dispositional Traits and Workplace Victimization, Atlantic BC, 1:00PM
 313-21 Rocking the Boat but Getting Kicked Out: Employee Challenging Voice, Atlantic BC, 1:00PM
 313-22 Role of Bullying, Distributive Justice, and Recourse on Employee Loyalty, Atlantic BC, 1:00PM
 313-23 CWB Scales Moderate the CWB-Job Satisfaction Relationship: A Meta-Analysis, Atlantic BC, 1:00PM
 313-24 Goal Setting and Unethical Behavior: Journey Toward the Goal Matters, Atlantic BC, 1:00PM
 313-25 Emotional Intelligence and Counterproductive Work Behaviors: A Meta-Analytic Examination, Atlantic BC, 1:00PM
 313-26 Third Party Reactions to Mistreatment of a Supervisor, Atlantic BC, 1:00PM
 313-27 Intentionality's Effects on the Dimensionality and Frequency of Workplace Aggression, Atlantic BC, 1:00PM
 313-28 An Item Response Theory Analysis of CWB Measurement Artifacts, Atlantic BC, 1:00PM
 313-29 Reliability Generalization of Bennett and Robinson's Workplace Deviance Scale, Atlantic BC, 1:00PM
 313-30 The Liability of Organizational Pride, Atlantic BC, 1:00PM
 313-31 How and When Unethical Leader Behavior Influences Knowledge Sharing, Atlantic BC, 1:00PM
 313-32 Cognitive Dissonance Mechanisms Applied to Organizational Theft, Atlantic BC, 1:00PM
 313-33 A Sense of (Im)balance in Interpersonal (Mis)treatments at Work, Atlantic BC, 1:00PM
 323 Counterproductivity in a Military Context, N. Hemisphere A3, 1:30PM

Emotions/Emotional Labor

- 57 New Directions in Research on the Dynamics of Workplace Emotions, N. Hemisphere A3, 1:30PM
 98 Age and Emotional Competencies at Work, N. Hemisphere E4, 5:00PM
 102-8 Measurement and Outcomes of Core Affect Versus Emotion Episodes, N. Hemisphere CD, 6:00PM
 134 Viva la Affective Revolution! Using Affect to Understand Organizational Behavior, N. Hemisphere E1, 10:00AM
 181 Using Latent Profiles to Capture Emotional Complexity, S. Hemisphere III, 1:00PM
 254-8 Measurement Equivalence of the DANVA 2 Across Gender, Atlantic BC, 8:30AM
 254-10 The Impact of Burnout Contagion on Turnover Intentions, Atlantic BC, 8:30AM
 254-13 Validation of Two Calculations of Affect Spin, Atlantic BC, 8:30AM
 254-14 Servant Leadership and LMX in Emotional Labor: A Multilevel Perspective, Atlantic BC, 8:30AM
 254-15 Chandler's Work Laugh: Surface Acting in Interactions With Leaders, Atlantic BC, 8:30AM
 254-16 A Qualitative Study on the Experience of Downtime at Work, Atlantic BC, 8:30AM
 254-19 Customer Incivility and Emotional Exhaustion: Mediator and Moderators, Atlantic BC, 8:30AM
 254-21 Staying Engaged When You're on Stage: Emotional Labor and Engagement, Atlantic BC, 8:30AM
 254-22 Cross-Level Effects of Personality on Empathy and Emotional Labor, Atlantic BC, 8:30AM
 254-27 The Dynamics of Psychological Detachment and Positive Affect, Atlantic BC, 8:30AM
 254-29 Exploring the Effect of Positive Social Exchange on Team Effectiveness, Atlantic BC, 8:30AM
 254-31 Examining Two Conceptualizations of Emotional Dissonance Using Polynomial Regression, Atlantic BC, 8:30AM
 267 Emotional Intelligence: Does It Work at Work?, N. Hemisphere E1, 10:00AM

Employee Withdrawal (e.g., absence, turnover)/Retention

- 210-1 Relative Human Capital and Racioethnic Disparities in Voluntary Turnover, Atlantic BC, 4:00PM
 210-4 An Evaluation of Withdrawal, Burnout, Boredom, and CWB Item Overlap, Atlantic BC, 4:00PM
 210-5 Why We Want to Leave You: Effects of Leader Loneliness, Atlantic BC, 4:00PM
 210-6 Applying the JD-R Model to Turnover Intentions and Departmental Turnover, Atlantic BC, 4:00PM
 210-9 Does Erraticism Predict Voluntary Turnover? Multinational Corporation's 10-Year Longitudinal Study, Atlantic BC, 4:00PM
 210-10 Under Pressure: Effects of High Performance Expectations on Turnover Intentions, Atlantic BC, 4:00PM
 210-11 The Negative Effects of Employee Loyalty in Political Environments, Atlantic BC, 4:00PM
 210-13 A Predictive Turnover Model for Global Private Banking Relationship Managers, Atlantic BC, 4:00PM
 210-14 Role, Manager, and Team Resources as Predictors of Turnover, Atlantic BC, 4:00PM
 210-15 Leader-Member Exchange, Leader-Leader Exchange, Career Success Expectation, and Turnover Intention, Atlantic BC, 4:00PM
 210-19 Relational Antecedents of Turnover Intent: An Examination of Influence Pathways, Atlantic BC, 4:00PM
 210-21 How Trustworthy Is Our Cumulative Knowledge on Turnover?, Atlantic BC, 4:00PM
 210-22 When Ostracism Leads to Turnover: The Moderating Role of Attachment Style, Atlantic BC, 4:00PM
 210-28 The Space Between: Distance in Leader-Member Relationships and Subordinate Turnover, Atlantic BC, 4:00PM
 282 Our Relationship With Turnover: It's Complicated, N. Hemisphere A2, 11:30AM

Global/International/Cross-Cultural Issues

- 17 Managing Expatriate Talent, N. Hemisphere E4, 10:30AM
 53-3 Social Support, Network Characteristics, and International Student Adjustment, Atlantic BC, 1:30PM
 53-6 Cross-Cultural Generalization of a Multidimensional Pairwise Preference Personality Inventory, Atlantic BC, 1:30PM
 53-10 Cross-Cultural Response Style Bias Is Real: Adapting the Tree-Process Model, Atlantic BC, 1:30PM
 53-11 A Validated Cross-National Measure of High Performance Work Practices, Atlantic BC, 1:30PM
 53-16 Expatriate Managers' Participative Leadership: Examining Antecedents and Outcomes, Atlantic BC, 1:30PM
 53-18 Understanding Ostracism From Attachment Perspective: Testing a Moderated Mediation Model, Atlantic BC, 1:30PM
 53-20 Does Power Distance Influence Perceptions of Sexual Harassment at Work?, Atlantic BC, 1:30PM
 53-22 Factor Structure of Implicit Person Theory Scale: A 34-Nation Examination, Atlantic BC, 1:30PM
 53-27 Measurement Equivalence Between Western Cultures: International Use of Fit Scales, Atlantic BC, 1:30PM
 53-29 Cultural Differences in Personality Profiles: Implications of Relationalism in Organizations, Atlantic BC, 1:30PM
 53-30 The Disruption of Corruption: Values, Leadership, and Reduced Cultural Agreement, Atlantic BC, 1:30PM
 53-31 A Meta-Analysis of Personality-Expatriate Adjustment Relationships, Atlantic BC, 1:30PM
 250 Beyond Culture's Consequences: How to Move Forward, S. Hemisphere II, 8:00AM
 271 Alliance Special Session: 100 Years of I-O Research: Contributions From Around the Globe, S. Hemisphere I, 10:00AM
 281 Globalizing Selection Systems: What You Need to Know for Success, N. Hemisphere A1, 11:30AM
 328 Alliance Special Session: The Impact of Technology on Recruitment and Selection: International Perspectives, N. Hemisphere E4, 1:30PM

Groups/Teams

- 47 Studying the Dynamics of Team Dynamics, Americas Seminar Room, 1:30PM
 102-3 Understanding the Emergence Dynamics of Cohesion and Information Sharing, N. Hemisphere CD, 6:00PM
 108 The Dynamics Within: Understanding and Improving Intra-team States, Asia 5, 8:00AM
 132 Exploring New Frontiers: Building Better Teams on Earth and Beyond, N. Hemisphere A3, 10:00AM
 169 Multiteam Systems, Asia 3, 1:00PM
 184 Team-Related Constructs: How and What to Measure?, Americas Seminar Room, 3:00PM
 203 Training Healthcare Teams: The Anatomy of TeamSTEPPS, S. Hemisphere IV, 3:00PM
 219 Advanced Measurement of Team Dynamics, N. Hemisphere E2, 4:30PM
 245 More Than Just Average: Novel Approaches to Measurement in Teams, N. Hemisphere E1, 8:00AM
 257 Virtual Teams "in the Wild": Considering Individual and Contextual Influences, Asia 2, 10:00AM
 319 Invited Session: Toward a New Organization: Building and Measuring Teams, Asia 5, 1:30PM
 338-2 Family Relationships, Coordination, and NCAA Basketball Team Performance, Atlantic BC, 3:00PM
 338-3 Team Roles and Role Triggers in Long Duration Exploration Missions, Atlantic BC, 3:00PM
 338-4 Nonobtrusive Measurement of Team Resilience Using Computer-Aided Text Analysis, Atlantic BC, 3:00PM
 338-5 Portrayed Competence and Cohesion in Virtual MTS Assembly, Atlantic BC, 3:00PM
 338-7 The Relevance of Climate in Teamwork: A Mediation Study, Atlantic BC, 3:00PM
 338-8 Media, Communication, and Trust: A Virtual Teams Conundrum, Atlantic BC, 3:00PM
 338-9 The Effects of Team Personality Composition on Individual Role Performance, Atlantic BC, 3:00PM
 338-11 Defeating Ourselves: Effects of Initial Team Expectations on Performance, Atlantic BC, 3:00PM
 338-12 Toward a Theory of Antecedents, Correlates, and Outcomes of Cohesion, Atlantic BC, 3:00PM
 338-13 Patient Identity: Construct Conceptualization and Preliminary Empirical Findings, Atlantic BC, 3:00PM
 338-14 Interactive Effects of Person-Group Fit on Leaving Intentions and Creativity, Atlantic BC, 3:00PM
 338-15 Building Blocks of Shared Leadership: Compositional Traits and Compilational Specialties, Atlantic BC, 3:00PM
 338-16 Competencies in Multidisciplinary Research Teams: A Systematic Review, Atlantic BC, 3:00PM
 338-17 Surviving Group Politics With Political Skill: Leader-Member Exchange as Mediator, Atlantic BC, 3:00PM
 338-18 Examining Complementary Versus Supplementary Fit of Team Roles, Atlantic BC, 3:00PM
 338-19 Team Trust and Team Performance: A Meta-Analysis, Atlantic BC, 3:00PM
 338-20 A 10-Year Review of Methodological Foundation for Teams Research, Atlantic BC, 3:00PM
 338-21 Interdisciplinary Sensitivity in Interdisciplinary Science Teams Encouraging Learning and Communication, Atlantic BC, 3:00PM
 338-23 Faultlines and Decision-Making Structure in Teams Over Time, Atlantic BC, 3:00PM
 338-24 Conflict Management and Turnover Intention: Multilevel Curvilinear Model, Atlantic BC, 3:00PM
 338-25 S. Rains Wallace Dissertation Award: Power and Status in Groups, Atlantic BC, 3:00PM
 338-28 The Origins and Consequences of Individual Team Ambivalence, Atlantic BC, 3:00PM
 338-29 Challenges and New Directions in Examining Team Cohesion Over Time, Atlantic BC, 3:00PM
 338-30 Games at Work: Predictors of Team Performance in Interdependent Games, Atlantic BC, 3:00PM
 338-31 Team Mental Models and Goal Orientations in Predicting Creative Performance, Atlantic BC, 3:00PM
 338-32 Mapping Predictors of Team Effectiveness in an Airline Simulation, Atlantic BC, 3:00PM
 338-33 Trust, Empowerment, and Psychological Safety: Longitudinal Study of Effective Teams, Atlantic BC, 3:00PM

Human Factors/Ergonomics

- 215 Thinking About Systems Thinking: Conceptual Review, Measurement, and Criterion-Related Validity, S. Hemisphere I, 4:00PM

Inclusion/Diversity (e.g., sexual orientation, race, gender)

- 2 Methodological and Analytical Advances in Diversity and Inclusion Research, Americas Seminar Room, 10:30AM
 6 Leading the Charge: IGNITING Veteran-Workforce Integration Solutions, Asia 4, 10:30AM
 33 Mentoring for Women in I-O: Career Changes, Interruptions, and Transitions, N. Hemisphere A1, 12:00PM
 51 Millennials Versus Millennials Debate (and No One Gets a Trophy), Asia 4, 1:30PM
 55 Diversity Initiatives Are Not so Black and White, N. Hemisphere A1, 1:30PM
 56 New Directions: Enhancing Diversity and Inclusion Research and Practice, N. Hemisphere A2, 1:30PM
 74 Mental Illness at Work: Individual Experiences and Organizational Supports, Australia 3, 3:30PM
 75 Novel Workplace Diversity Interventions: Field Experiments With Promising Results, N. Hemisphere A1, 3:30PM
 81 Mitigating the Impact of Implicit Bias in High-Stakes Settings, N. Hemisphere E3, 3:30PM
 89 IGNITE: Hot Topics in Diversity and Inclusion in Organizations, Asia 4, 5:00PM
 94 The Real Meaning of Millennial Talent: A Practitioner Perspective, N. Hemisphere A3, 5:00PM
 102-1 When Leaders Are Not Who They Appear: Reactions to Sigma, N. Hemisphere CD, 6:00PM

- 109 New Approaches in LGBT Research in I-O Psychology, Australia 3, 8:00AM
- 136 Invisible Identities, Valuable Allies: Engaging Hidden Diversity Advocates, N. Hemisphere E3, 10:00AM
- 142 Hacking It in Academia: Life Hacks for Women in Academic Careers, S. Hemisphere V, 10:00AM
- 151 Friday Seminar: The Intersection of Diversity and Defensibility, N. Hemisphere A1, 11:30AM
- 158 Gender Disparities in the STEM Workforce: Addressing the Pipeline Leaks, N. Hemisphere E4, 11:30AM
- 165-1 Impact of Workplace Context on the Experiences of LGBT Employees, Atlantic BC, 12:00PM
- 165-2 Gay Male, Lesbian, and Heterosexual Leaders' Workplace Experiences, Atlantic BC, 12:00PM
- 165-3 The Baby Boomer Bias: How Generational Labels Impact Older Workers, Atlantic BC, 12:00PM
- 165-4 Gender Differences in Attributions for Successes and Failures: A Meta-Analysis, Atlantic BC, 12:00PM
- 165-5 Crossover Effects of Sexual Orientation Disclosure at Work, Atlantic BC, 12:00PM
- 165-6 Effects of Diversity Climate on Cohesion and Well-Being, Atlantic BC, 12:00PM
- 165-7 Religious Discrimination and Accommodation in the U.S. Military: Best Practices, Atlantic BC, 12:00PM
- 165-8 A Meta-Analytic Investigation Into Career Promotions and Gender, Atlantic BC, 12:00PM
- 165-9 The Moderating Effects of Organizational Identification on Perceived Discrimination, Atlantic BC, 12:00PM
- 165-10 A Meta-Analysis of Employment Discrimination Against Muslims and Arabs, Atlantic BC, 12:00PM
- 165-11 Beliefs About Organizational and Unit's Commitment in Sexual Harassment Training, Atlantic BC, 12:00PM
- 165-12 Using Impression Management to Reduce Age Discrimination, Atlantic BC, 12:00PM
- 165-13 From Outside Looking In: How Applicants View Workplace Religious Displays, Atlantic BC, 12:00PM
- 165-14 Women Leaders, 1985–2015: Achievement Motivations and Work Expectations, Atlantic BC, 12:00PM
- 165-15 Effects of Weight Bias on Leader Categorization and Evaluation, Atlantic BC, 12:00PM
- 165-16 Perceptions of Microaggressive Incidents Toward Asians in the Workplace, Atlantic BC, 12:00PM
- 165-17 Do Gender Stereotypes Limit Veteran Job Applicants?, Atlantic BC, 12:00PM
- 165-18 Extending the Justification–Suppression Model of Discrimination Through Qualitative Research, Atlantic BC, 12:00PM
- 165-19 What's the Difference? Fortune 500 Minority CEOs and Diversity, Atlantic BC, 12:00PM
- 165-20 Autonomy: A Resource for Women in Low Gender Egalitarian Nations, Atlantic BC, 12:00PM
- 165-21 What's Good for the Gender: How LGBT-supportive Policies Benefit Employees, Atlantic BC, 12:00PM
- 165-22 The Effect of Diversity Intervention Media Format on Racial Attitudes, Atlantic BC, 12:00PM
- 165-23 Physiological Reactance and Discrimination to Persons With Down Syndrome, Atlantic BC, 12:00PM
- 165-24 Organizational Outcomes Predicted by Disability Status and Supervisor's Implicit Attitudes, Atlantic BC, 12:00PM
- 165-25 Is Policing Becoming a Stigmatized Profession? An Exploratory Study, Atlantic BC, 12:00PM
- 165-26 Managing Identity as a Woman in a STEM Field, Atlantic BC, 12:00PM
- 165-27 Understanding Why Female Leaders Are on the Glass Cliff, Atlantic BC, 12:00PM
- 165-28 Professional Homosexual or Homosexual Professional? Sexual-Professional Identity Integration and Leadership, Atlantic BC, 12:00PM
- 165-29 Demographic Similarity and Emotional Labor: Interesting Findings Concerning Measurement Specificity, Atlantic BC, 12:00PM
- 165-30 Sexual Orientation and Perceived Sexism Mediated by Gender Identity, Atlantic BC, 12:00PM
- 165-31 Gender Measurement Bias Versus Trait Differences in Vocational Interest Assessment, Atlantic BC, 12:00PM
- 165-32 Ethnic Bias in Ratings Demonstrated by Different Performance Dimension Intercorrelations, Atlantic BC, 12:00PM
- 165-33 Fostering Trust in Cross-Cultural Interactions: The Role of Openness, Atlantic BC, 12:00PM
- 188 Removing Barriers and Supporting Success for Workers With Disabilities, Asia 4, 3:00PM
- 212 LGBT Inclusion in a Diverse World, N. Hemisphere A3, 4:00PM
- 234 Work With Me: Practitioner Perspectives on Diversity and Inclusion Research, Americas Seminar Room, 8:00AM
- 237 Enhancing Understanding of Team Diversity Through the Lens of Faultlines, Asia 3, 8:00AM
- 242 Interpreting the Gender Gap: Understanding Women's Experiences in STEM Fields, N. Hemisphere A2, 8:00AM
- 261-1 Chronic Illness Stigma: Differential Reactions to Workplace Accommodations, Atlantic BC, 10:00AM
- 261-2 Theories of Intelligence and Selection Tests: Effects on Diversity Recruitment, Atlantic BC, 10:00AM
- 261-3 Untangling Diversity Climate Effects on Physical Well-Being, Atlantic BC, 10:00AM
- 261-4 Gender, Racial, and Ethnic Differences in Work Contexts and Activities, Atlantic BC, 10:00AM
- 261-5 Eye Tracking Fixations: Cues for Sexist and Sexual Harassment Attitudes, Atlantic BC, 10:00AM
- 261-6 Women Leaders' Meta-Accuracy: Examining Referent Group, Self-Promotion, and Sexism, Atlantic BC, 10:00AM
- 261-7 Idiosyncratic Deals, Workability, and Turnover Intentions: Understanding Disability Type Influence, Atlantic BC, 10:00AM
- 261-9 Using SJT to Measure Racism/White Privilege as Behavioral Intentions, Atlantic BC, 10:00AM
- 261-11 Promoting First-Generation Latino Success Through Parental Proeducational Interventions, Atlantic BC, 10:00AM
- 261-12 When Doctors Err: Stigmatization of Minority Physicians Who Commit Errors, Atlantic BC, 10:00AM
- 261-13 A Meta-Analysis of Weight and Interpersonal Discrimination in the Workplace, Atlantic BC, 10:00AM
- 261-16 To Disclose or Not to Disclose: Investigating Stereotypes of Autism, Atlantic BC, 10:00AM
- 261-17 Relationship Between Workplace Inclusion and Stigma Disclosure Intentions, Atlantic BC, 10:00AM
- 261-18 Impression Management Effectiveness: The Role of Gender and Race, Atlantic BC, 10:00AM
- 261-20 Modeling Diversity Team Networks: Stereotypes and Diversity Cues on Leadership, Atlantic BC, 10:00AM
- 261-23 About Us: Is Our Team Causing Stereotype Threat in Selection?, Atlantic BC, 10:00AM
- 261-24 Traditionalism and Workplace Preferences Among Arab and Jewish Israeli Women, Atlantic BC, 10:00AM
- 261-25 Spare Some (Organizational) Change? Employing Homeless Individuals Improves Customer Perceptions, Atlantic BC, 10:00AM
- 261-26 Role of the Veil and Target Ethnicity in Selection Decisions, Atlantic BC, 10:00AM
- 261-27 Predicting Salary From Body Weight: Role of Gender and Race, Atlantic BC, 10:00AM
- 261-28 Cultural Competency Among Healthcare Providers: A Qualitative Pilot Investigation, Atlantic BC, 10:00AM
- 261-32 Measurement Equivalence of the Organizational Tolerance for Sexual Harassment Inventory, Atlantic BC, 10:00AM
- 261-33 Self-Representation During Hiring: Agentic and Communal Differences in Resumes, Atlantic BC, 10:00AM
- 266 Don't Ask, I'll Tell: New Considerations in Stigma Disclosure Research, N. Hemisphere A4, 10:00AM
- 270 Leadership and Diversity: Implications for Organizations in the 21st Century, N. Hemisphere E4, 10:00AM
- 276 Creating a More Inclusive I-O Psychology, Americas Seminar Room, 11:30AM
- 321 Words of Attraction: Job Ad Wording to Diversify Applicant Pools, N. Hemisphere A1, 1:30PM
- 332 All Hands on Deck: Male-Buy in and Gender (In)Equality, S. Hemisphere V, 1:30PM
- 334 Stereotypes and Discrimination: Fresh Looks at an Age-Old Issue, Asia 1, 3:00PM
- 344 Don't Trust the B: Bisexual Stigma in Modern Organizations, N. Hemisphere E4, 3:00PM

Innovation/Creativity

- 5 I-O Psychology and the Space Program, Asia 3, 10:30AM
 16 Individual-Level Antecedents of Workplace Creativity and Innovation, N. Hemisphere E3, 10:30AM
 123-1 Newcomer Entry and Team Creativity: A Longitudinal Field Study, Atlantic BC, 8:30AM
 123-7 Workplace Stressors and Innovative Work Behavior: Inside the Black Box, Atlantic BC, 8:30AM
 123-8 Diversity and Group Creativity in an Online, Asynchronous Environment, Atlantic BC, 8:30AM
 123-9 Effect of Time Pressure, Intellect, and Affect on Creative Performance, Atlantic BC, 8:30AM
 123-10 Team Context Moderates the Effects of Personality Traits on Creativity, Atlantic BC, 8:30AM
 123-11 Understanding the Curvilinear Relationship Between Leader Humility and Employee Creativity, Atlantic BC, 8:30AM
 123-15 The Effect of Leader-Follower Fit Across Creativity Stages, Atlantic BC, 8:30AM
 123-16 Nonlinear Relationships Between Feedback-Seeking Behavior and Creativity: A Dual-Benefit Perspective, Atlantic BC, 8:30AM
 123-17 It's About Time: How Constraints Influence Creative Problem Solving, Atlantic BC, 8:30AM
 123-23 The Balancing Act: A Framework of Creativity and Multidimensional Fit, Atlantic BC, 8:30AM
 123-24 Negative Feedback and Creativity Moderated by Power, Atlantic BC, 8:30AM
 123-25 How Innovative Workplace Affects U.S. Employees' Well-Being and Job Performance, Atlantic BC, 8:30AM
 123-28 The Relationship Between Multiple Measures of Creativity and Customer Satisfaction, Atlantic BC, 8:30AM
 123-29 The More Creative Members, the Better Creative Performance?, Atlantic BC, 8:30AM
 123-30 When At First You Don't Succeed: Justice and Creativity, Atlantic BC, 8:30AM
 123-31 The Effects of Efficacy and Performance Feedback on Group Innovation, Atlantic BC, 8:30AM
 123-32 Linking Core Self-Evaluation to Innovative Behavior: A Moderated Mediation Model, Atlantic BC, 8:30AM
 150 Leadership and Innovation: New Theoretical and Empirical Developments, Australia 3, 11:30AM
 251 Driving Innovation: Beyond Light Bulbs and Thinking Outside the Box, S. Hemisphere III, 8:00AM
 342 Entrepreneurial Innovation: I-O Psychologists Experimenting in Organizations, N. Hemisphere E2, 3:00PM

Job Analysis/Job Design/Competency Modeling

- 114 Are Competency Modeling Best Practices Still Best Practices?, N. Hemisphere E1, 8:00AM
 127 Trends in Job Analysis Research and Practice, Asia 3, 10:00AM
 185 Using Competency Models in Educational Environments to Create Work-Ready Professionals, Asia 1, 3:00PM
 210-16 Validation of an Off-the-Shelf Competency Solution for Nine Job Families, Atlantic BC, 4:00PM
 210-20 Job Crafting and Work Outcomes: A Meta-Analytic Relative Weight Analysis, Atlantic BC, 4:00PM
 210-25 When and How People Job Craft: An Empirical Test, Atlantic BC, 4:00PM
 210-30 Job Analytic Comparisons of Critical Competencies Across Industries, Atlantic BC, 4:00PM
 210-31 Using Oculometrics to Conduct Job Analyses for Knowledge Workers, Atlantic BC, 4:00PM
 229 Implementing Competencies: The Devil Is in the Details, N. Hemisphere A4, 5:00PM
 341 Competency Models: Develop, Socialize, Sustain, N. Hemisphere A4, 3:00PM

Job Attitudes/Engagement

- 14 Breaking From the Norm: Argument for New Survey Best Practices, N. Hemisphere E1, 10:30AM
 24-1 Mindfulness and Exercise: How They Impact Well-Being at Work, Atlantic BC, 11:30AM
 24-2 Understanding Work Engagement From an Organizational Justice Perspective, Atlantic BC, 11:30AM
 24-3 Linking Respectful Engagement, Job Engagement, Task Performance, and Affective Commitment, Atlantic BC, 11:30AM
 24-5 The Antecedents and Consequences of Perceived Workplace Favoritism in Organizations, Atlantic BC, 11:30AM
 24-6 The Role of Idiosyncratic Deals in Building Affective Commitment, Atlantic BC, 11:30AM
 24-7 Job Satisfaction, Tenure, and the Causal Attitude Network Model, Atlantic BC, 11:30AM
 24-9 Development of an Alternative Time Transformation Measure During Flow, Atlantic BC, 11:30AM
 24-13 Multilevel Examination of Store-Level HR Practices and Work Attitudes, Atlantic BC, 11:30AM
 24-15 Goal Alignment: Development and Measurement of a Moderator of Commitment, Atlantic BC, 11:30AM
 24-16 Does Feeling Trusted at Work Increase Psychological Empowerment?, Atlantic BC, 11:30AM
 24-17 Engagement Excels: How Organizational Engagement Contributes to Organizational Performance, Atlantic BC, 11:30AM
 24-19 Examining the Relationship Between Engagement and Technology-Assisted Supplemental Work, Atlantic BC, 11:30AM
 24-20 Where Do I Fit In? Examining Employee Membership Profiles, Atlantic BC, 11:30AM
 24-21 Theoretical Underpinnings of Perceived Overqualification, Atlantic BC, 11:30AM
 24-22 Sources of Situational Strength at Work, Atlantic BC, 11:30AM
 24-23 Toward a Comprehensive Definition of Work Meaningfulness, Atlantic BC, 11:30AM
 24-25 How Innovative Workplace Develops Engaged, Committed, and Healthier U.S. Employees, Atlantic BC, 11:30AM
 24-26 Authentic Expression of Key Self-Aspects: A Scale Validation Study, Atlantic BC, 11:30AM
 24-27 Work Engagement Intervention Effectiveness: A Systematic Review and Meta-Analysis, Atlantic BC, 11:30AM
 24-28 Authentic Leadership and Employee Engagement, Atlantic BC, 11:30AM
 24-29 The Predictive Power of Values for Work Outcomes, Atlantic BC, 11:30AM
 24-30 Wishful Thinking: Cognitive Control Strategies Do NOT Buffer Job Demands, Atlantic BC, 11:30AM
 24-31 Politics and Relationships: Effects on Affective Commitment, Atlantic BC, 11:30AM
 24-32 Young Adults' Career Self-Efficacy and Attitudes Regarding Work-Family Issues, Atlantic BC, 11:30AM
 24-33 Implications of Work-to-Work Spillover for Municipal Elected Officials, Atlantic BC, 11:30AM
 26 Ask the Expert: Practical Advice for Employee Engagement Innovation, S. Hemisphere V, 11:30AM
 35 New Directions in Employee Overqualification Research, N. Hemisphere A3, 12:00PM
 67 Creating the Ideal Employee Experience: Personalizing Versus Standardizing People Practices, S. Hemisphere V, 1:30PM
 85 Collected Survey Wisdom From Mayflower and ITSG: Lessons and Advice, S. Hemisphere III, 3:30PM
 102-4 Leadership and Subordinate Engagement: A Meta-Analytic Review, N. Hemisphere CD, 6:00PM
 105 Continuous Listening: Innovative Engagement Surveys Done More Frequently, Asia 2, 8:00AM
 201 Is Employee Engagement Still Relevant to Modern Organizations? A Debate, S. Hemisphere II, 3:00PM
 225 IGNITE Employee Insights and "Blow Up" Organizational Surveys, Asia 4, 5:00PM
 233 Mixed Methods Approaches to Understanding Meaning and Meaningfulness of Work, S. Hemisphere III, 5:00PM
 253 Limits of Engagement: A Panel Discussion, S. Hemisphere V, 8:00AM
 280 Measuring the Employee Experience in Today's Ever Changing Organizational Environment., Australia 3, 11:30AM
 324 Yearly, Quarterly, Monthly, Daily: Choosing the Best Survey Cadence, N. Hemisphere A4, 1:30PM

Job Performance/Citizenship Behavior

- 162 Why Job Stressors Impact Voice Behavior: An Ego Depletion Perspective, *S. Hemisphere IV*, 11:30AM
 190-1 Review of Gender Differences in Organizational Citizenship Behavior, *Atlantic BC*, 3:00PM
 190-3 Personality and Contextual Covariates of Organizational Citizenship Motives, *Atlantic BC*, 3:00PM
 190-4 Clustering Around the Criterion: Performance Profiles and Effort-Based Outcomes, *Atlantic BC*, 3:00PM
 190-5 Do Cultural Dimensions Moderate OCB Rater Agreement? A Meta-Analysis, *Atlantic BC*, 3:00PM
 190-6 Denying Others' Contributions: Relative Status and Peer Response to Voice, *Atlantic BC*, 3:00PM
 190-8 Undermining Yourself: Moral Emotions Perspective on Consequences of Social Undermining, *Atlantic BC*, 3:00PM
 190-9 Development and Validation of Implicit Measures of Organizational Citizenship Motives, *Atlantic BC*, 3:00PM
 190-10 Meta-Analyzing Intrinsic Motivation's Relationship to Organizational Citizenship Behavior, *Atlantic BC*, 3:00PM
 190-11 Medical Students' Prosocial Knowledge Mediates Effects of Personality on Performance, *Atlantic BC*, 3:00PM
 190-12 Who Participates in Unions? Applying Latent Class Analysis, *Atlantic BC*, 3:00PM
 190-13 Psychological Safety, Voice, and Constructive Controversy: A Multiple Mediated Model, *Atlantic BC*, 3:00PM
 190-14 Social Penetration of Authenticity in Strong or Weak Political Climate, *Atlantic BC*, 3:00PM
 190-15 Compulsory Citizenship Behavior and Equity Sensitivity in Stress Perceptions, *Atlantic BC*, 3:00PM
 190-16 Predicting the Longitudinal Process of Adaptive Performance With Adaptive Expertise, *Atlantic BC*, 3:00PM
 190-17 Moderating Effect of Telecommuting and Personality on Performance Over Time, *Atlantic BC*, 3:00PM
 190-18 When Manipulative People Do Helpful Things: Machiavellianism and OCB Engagement, *Atlantic BC*, 3:00PM
 190-19 Gender, Gender Identity Salience, and Helping Outcomes, *Atlantic BC*, 3:00PM
 190-20 Beyond Behavioral Checklists: Perceived Breadth of Organizational Citizenship Behavior, *Atlantic BC*, 3:00PM
 190-22 Establishing a Nomological Network of Student Citizenship Behavior, *Atlantic BC*, 3:00PM
 190-23 The Influence of Task Interdependency on Intraindividual Performance Variability, *Atlantic BC*, 3:00PM
 190-24 Social Network Ties and Organizational Citizenship Behavior: A Curvilinear Relationship, *Atlantic BC*, 3:00PM
 190-25 Recipient Personality and Reactions to Reactive and Proactive Help, *Atlantic BC*, 3:00PM
 190-27 Gender Ideology as a Moderator of the Gender-OCB Relationship, *Atlantic BC*, 3:00PM
 190-29 State Humility and Helping: Explaining a Dynamic Relationship, *Atlantic BC*, 3:00PM
 190-31 Consequences of Perceived Organizational Support and Role of Employee Status, *Atlantic BC*, 3:00PM
 190-32 The Effect of Coworker LMXSC on Citizenship Behaviors, *Atlantic BC*, 3:00PM
 190-33 A CTT and IRT Investigation and Revision of OCB Measurement, *Atlantic BC*, 3:00PM
 200 Going Beyond the Behavior: Systematically Understanding Consequences of Proactive Behavior, *S. Hemisphere I*, 3:00PM

Judgment/Decision Making

- 190-2 Assessing Responsibility and Cooperation via SJTs: A Feasibility Study, *Atlantic BC*, 3:00PM
 190-7 Decision-Making Performance: The Interplay of Intelligence and Ego Depletion, *Atlantic BC*, 3:00PM
 190-21 Fit and Unethical Decision Making: Dark Side of Person-Organization Fit, *Atlantic BC*, 3:00PM
 190-26 Ethics of Business Decision Making: Deontic Defaults and Override Thresholds, *Atlantic BC*, 3:00PM
 190-28 Differences in Judgment and Decision Making Across Job Levels, *Atlantic BC*, 3:00PM
 190-30 Social Interactions as Antecedents of Employee Trust: A Meta-Analytic Review, *Atlantic BC*, 3:00PM
 346 Development and Scoring of Construct-Focused Situational Judgment Tests, *S. Hemisphere II*, 3:00PM

Leadership

- 1 Opening Plenary, *Pacific BC*, 8:30AM
 8-1 The Effect of Leader Behavior on After-Action Review Outcomes, *Atlantic BC*, 10:30AM
 8-2 Interaction Effects of Leader Grit and Humility on Employee Outcomes, *Atlantic BC*, 10:30AM
 8-3 Others' Ratings of Participative Management and Decisiveness Predict Leader Effectiveness, *Atlantic BC*, 10:30AM
 8-4 Assessing Potential: Validating a New Learning Agility Inventory, *Atlantic BC*, 10:30AM
 8-5 Using Follower's Perceived Leader Profiles to Predict Follower Outcomes, *Atlantic BC*, 10:30AM
 8-6 The Influence of Synchrony Preference Diversity on Leader Dyad Effectiveness, *Atlantic BC*, 10:30AM
 8-7 How Leader Role Identity Influences the Process of Leader Emergence, *Atlantic BC*, 10:30AM
 8-8 Predicting Positive and Negative Leader Behavior: Benefits of Implicit Humility, *Atlantic BC*, 10:30AM
 8-9 Attribution Style and Attributions in Responses to Abusive Supervision, *Atlantic BC*, 10:30AM
 8-10 Influence of Implicit Leadership Theory: Personal Morality and Versatility, *Atlantic BC*, 10:30AM
 8-11 Linking Leader Humility to Team Creativity, *Atlantic BC*, 10:30AM
 8-12 Ethical Leadership and Subordinates' Voice Behavior: A Moderated Mediation Model, *Atlantic BC*, 10:30AM
 8-13 A Meta-Analysis of Empowering Leadership and Employee Work Outcomes, *Atlantic BC*, 10:30AM
 8-14 Empowering Leadership: Enhancing Good and Diminishing Bad Due to Mediators, *Atlantic BC*, 10:30AM
 8-15 Self-Direction of Careers: How Empowering Leadership Can Predict Career Success, *Atlantic BC*, 10:30AM
 8-16 Personality, Gender, and Shared Leadership, *Atlantic BC*, 10:30AM
 8-17 The Effect of High-Performing Abusive Supervisor on Employee Outcomes, *Atlantic BC*, 10:30AM
 8-18 LMXSC and Job Performance: Roles of Self-Efficacy and Felt Obligation, *Atlantic BC*, 10:30AM
 8-19 Effect of Manager Ego Depletion on Managerial Voice Endorsement, *Atlantic BC*, 10:30AM
 8-20 Listening Effect on Creativity, the Mediating Role of Psychological Safety, *Atlantic BC*, 10:30AM
 8-21 Antecedents of Leadership Emergence in Virtual Teams, *Atlantic BC*, 10:30AM
 8-22 Leader Boundary Spanning and Employee Performance: A Moderated Mediation Analysis, *Atlantic BC*, 10:30AM
 8-23 What Makes a Good Team Temporal Leader? Antecedents and Outcomes, *Atlantic BC*, 10:30AM
 8-24 The Multilevel Role of CEO Human Capital in Firm Performance, *Atlantic BC*, 10:30AM
 8-25 The Ethical Self Transforming Leader, *Atlantic BC*, 10:30AM
 8-26 Qualifying the Extraverted Leadership Advantage: Extraversion, Gender, and Leader Effectiveness, *Atlantic BC*, 10:30AM
 8-27 Examining Role Salience in Perceptions of Leader Effectiveness, *Atlantic BC*, 10:30AM
 8-28 Leader Mindfulness and Employee Well-Being: The Role of Transformational Leadership, *Atlantic BC*, 10:30AM
 8-29 Employee Well-Being: Identifying Versus Exchanging With Abusive and Ethical Leaders, *Atlantic BC*, 10:30AM
 8-30 Authentic Leadership and Job Satisfaction in Turbulent Times, *Atlantic BC*, 10:30AM
 8-31 Why and When Self-Serving Leadership Hinders Team Innovation, *Atlantic BC*, 10:30AM
 8-32 Using Traits as Measures for Identifying Low-Level Leadership Potential, *Atlantic BC*, 10:30AM
 8-33 When Leadership Elicits Subordinate Prosocial Voice, *Atlantic BC*, 10:30AM

- 8-34 Leader Influence Tactics and Subordinates' Task Performance: Social Cognitive Perspective, Atlantic BC, 10:30AM
 43 The CIP Model of Leadership: Research Advancements and New Directions, S. Hemisphere III, 12:00PM
 48 What a Difference a Boss Makes: Leveraging Leaders to Enhance Employee Engagement, Asia 1, 1:30PM
 102-5 Motives For, and Emotions Following, Abusive Supervision: The Supervisor's Perspective, N. Hemisphere CD, 6:00PM
 143 Executive Board Special Session: A Conversation With SIOP Leadership, Asia 3, 11:00AM
 144-1 Will You Be With Her or Make America Great Again?, Atlantic BC, 11:00AM
 144-2 Leader Behavior Portfolios, Atlantic BC, 11:00AM
 144-4 Understanding the Influence of Abusive Supervision on Employee Voice Behavior, Atlantic BC, 11:00AM
 144-6 Leaders in the Laboratory: A Meta-Analysis of Laboratory Efficacy, Atlantic BC, 11:00AM
 144-8 Challenging Experiences, Learning Agility, and Extrinsic Career Success, Atlantic BC, 11:00AM
 144-10 Consuming Leadership: Examining Effects of Inspirational Leadership Quotes, Atlantic BC, 11:00AM
 144-11 Leader-Subordinate CIP Mental Model Congruency and Creative Problem Solving, Atlantic BC, 11:00AM
 144-12 Examining Leader/Follower Characteristics: Comparing Large Student and Work Samples, Atlantic BC, 11:00AM
 144-13 Leadership Behavior Needed and Exhibited, Atlantic BC, 11:00AM
 144-14 Implications for Being Labeled a Follower on Affect and Self-Esteem, Atlantic BC, 11:00AM
 144-15 How Effort-Reward Imbalance Moderated Emotional Intelligence, Ethical Leadership, and Engagement, Atlantic BC, 11:00AM
 144-16 Behind the Times: Examining the Development of Shared Leadership Emergence, Atlantic BC, 11:00AM
 144-19 Does LMX Agreement Predict Performance? The Role of Transactional Leadership, Atlantic BC, 11:00AM
 144-20 Profiles of Expressed Humility in Leadership, Atlantic BC, 11:00AM
 144-21 Toxic Followership: Development of the Follower Categories Assessment (FCA), Atlantic BC, 11:00AM
 144-22 Effects of Team Power Distance and Leader Emergence on Teams, Atlantic BC, 11:00AM
 144-24 Supporting Organizational Learning and Retention: Whose Authentic Leadership Matters Most?, Atlantic BC, 11:00AM
 144-26 Shoulder to Lean on or Cheerleader? Leader Emotion Management Strategies, Atlantic BC, 11:00AM
 144-27 Predicting Leadership: Self-Perceptions and Legitimacy in Group Decision-Making Tasks, Atlantic BC, 11:00AM
 144-28 Vice or Virtue? Linking Pride and Daily Leadership Behaviors, Atlantic BC, 11:00AM
 144-31 Legitimacy Matters: The Effectiveness of Authoritarian Leadership in Organizations, Atlantic BC, 11:00AM
 144-32 The Effects of Leader Cognition and Motivation-Control/Self-Regulation Across Performance Domains, Atlantic BC, 11:00AM
 144-34 Using Artificial Neural Networks to Predict Leadership Effectiveness, Atlantic BC, 11:00AM
 175 Identities at Work: Self-Concept in Organizational Settings, N. Hemisphere E1, 1:00PM
 180 Meeting the Challenges of Leadership Development Across Contexts, S. Hemisphere II, 1:00PM
 194 (Mis)Measuring Leadership Fit: Difficult, Dynamic and a Game Changer to Company Success, N. Hemisphere A3, 3:00PM
 198 I-O Entrepreneurs: Applying Psychology to Startups and Small Businesses, N. Hemisphere E3, 3:00PM
 202 Making Leaders Great Again, S. Hemisphere III, 3:00PM
 284 Practical Advice on Assessing and Developing Key Managerial Transitions, N. Hemisphere A4, 11:30AM
 294 I'm Here. Now What? Perceptions and Impact of Women Leaders, Americas Seminar Room, 12:30PM
 297 Cutting-Edge Perspectives of Shared Leadership Networks, Asia 4, 12:30PM
 350 Closing Plenary, Pacific BC, 4:30PM

Legal Issues/Employment Law

- 19 Everything UGESP Forgot to Tell You About Content Validity, S. Hemisphere II, 10:30AM
 137 Making Better Business Decisions? Risks and Rewards in Big Data, N. Hemisphere E4, 10:00AM
 177 Innovative Approaches to Adverse Impact Analysis, N. Hemisphere E3, 1:00PM
 274 Burden of Proof: Can I-Os and Employment Counsel Successfully Collaborate?, S. Hemisphere IV, 10:00AM
 348 Annual EEOC/OFCCP Practitioner Update, S. Hemisphere IV, 3:00PM

Measurement/Statistical Techniques

- 44 Inductive Research in I-O Psychology, Asia 3, 12:30PM
 59 Modern Methods for I-O Psychologists: An Interactive Tutorial in R, N. Hemisphere E1, 1:30PM
 72 What Is Machine Learning? Foundations and Introduction to Useful Methods, Asia 5, 3:30PM
 87-2 Measuring Traitedness With Person Fluctuation Parameters, Atlantic BC, 4:30PM
 87-6 Procedure Comparison for Estimating Person-Fluctuation Parameters in Graded Response Model, Atlantic BC, 4:30PM
 87-7 Simulations and Detection of Adverse Impact: Something for Both Sides, Atlantic BC, 4:30PM
 87-9 An Examination of Implicit Theory Measurement Across Leaders and Followers, Atlantic BC, 4:30PM
 87-10 On Interpretations of r , r -Square, and Change in Both, Atlantic BC, 4:30PM
 87-11 A Primer on Method Effects on Observed Correlations With Examples, Atlantic BC, 4:30PM
 87-16 Credibility Intervals for Differences Between Effect Sizes in Psychometric Meta-Analysis, Atlantic BC, 4:30PM
 87-18 Swipe Right on Personality: A Mobile Response Latency Measure, Atlantic BC, 4:30PM
 87-20 A Preliminary Effort to Develop a Measure of Multidimensional Underemployment, Atlantic BC, 4:30PM
 87-21 Facebook User Personality Measurement Equivalence: A Same-Language, Difference-Culture Case, Atlantic BC, 4:30PM
 87-22 Mapping the Garden of Forking Paths: Influence of Data-Analytic Choices, Atlantic BC, 4:30PM
 87-23 SEM-Based Versus SEE-Based Banding: More Evidence!, Atlantic BC, 4:30PM
 87-24 Identifying a Set of Emoji Anchors for Interest Measurement, Atlantic BC, 4:30PM
 87-25 Replication of Effects in Organizational, Student, MTurk, and Qualtrics Samples, Atlantic BC, 4:30PM
 87-27 Think Critically About Critical Thinking: Test Validation Evidence From Russia, Atlantic BC, 4:30PM
 87-28 Careless Survey Responding: A Longitudinal Study of Participant Carelessness, Atlantic BC, 4:30PM
 87-29 Psychometric Analysis of the PTSD Checklist-5 (PCL-5) Among RPA Operators, Atlantic BC, 4:30PM
 87-33 Reweighted Rank-Based Estimation of Nested Organizational Data, Atlantic BC, 4:30PM
 87-35 Missing Data Techniques for Correcting for Indirect Range Restriction, Atlantic BC, 4:30PM
 97 Optimizing Validity/Diversity Tradeoffs in Employee Selection, N. Hemisphere E3, 5:00PM
 100 The Use and Utility of Big Data in I-O Psychology, S. Hemisphere II, 5:00PM
 103 Teaching Big Data Methods in I-O Graduate Curriculum: A Primer, Americas Seminar Room, 8:00AM
 124 Does the Format Matter? Advancements in Rating Format Research, Americas Seminar Room, 10:00AM
 131 Ideal Point IRT Modeling: Advances in Personality Assessment, Australia 3, 10:00AM
 139 How Do (and Should) We Make Sense of Our Data?, S. Hemisphere II, 10:00AM
 152 Friday Seminar: Experience Sampling Methodology, N. Hemisphere A2, 11:30AM

179	Practical Guidance for Developing and Implementing Ideal Point Measurement Models, S. Hemisphere I, 1:00PM
213	Analysis and Measurement: Where Data Science and I-O Intersect, N. Hemisphere A4, 4:00PM
231	Test Design Considerations for Optimal Measurement Precision, S. Hemisphere I, 5:00PM
238	Natural Language Processing and Text Mining for I-O Psychologists, Asia 4, 8:00AM
246	Contemporary Views and Methods for Dimension Reduction, N. Hemisphere E2, 8:00AM
265	R Shiny: Using Apps to Support I-O Research, N. Hemisphere A3, 10:00AM
278	Early Wins in Machine Learning: Practical Examples, Asia 4, 11:30AM
300	Beyond Dollars and Cents: The Spectrum of ROI, N. Hemisphere A1, 12:30PM
302	Item Response Theory: New Directions for Research and Practice, N. Hemisphere A3, 12:30PM
308	Invited Session: New Wine, New Bottle: NLP Applications to Talent Management, S. Hemisphere I, 12:30PM
318	Overcoming Common Problems in Meta-Analysis, Asia 4, 1:30PM
327	Measurement Invariance of Work–Family Conflict and Psychological Well-Being Measures, N. Hemisphere E3, 1:30PM
343	Continuing to Broaden the Scope of IRT in Organizational Research, N. Hemisphere E3, 3:00PM
345	Data Visualization With R, S. Hemisphere I, 3:00PM

Motivation/Rewards/Compensation

80	Current Directions in Modeling Within-Person Dynamics in Self-regulation Research, N. Hemisphere E2, 3:30PM
130-1	Subconscious and Conscious Self-Efficacy in the Regulation of Behavior, Atlantic BC, 10:00AM
130-2	Why Does Faster Feel Better? Explaining Velocity's Influence on Affect, Atlantic BC, 10:00AM
130-3	Give and Take: A Validation Study, Atlantic BC, 10:00AM
130-8	Clarifying the Influence of the Self-Concept on Organizational Citizenship Behaviors, Atlantic BC, 10:00AM
130-9	Self-Concept and Self-Regulation: The Role of Self-Conceptualization in Resource Allocation, Atlantic BC, 10:00AM
130-12	Autonomy and Performance: The Influence of Task Difficulty, Atlantic BC, 10:00AM
130-13	Cascading Relationships of Goals Within Goal Hierarchies, Atlantic BC, 10:00AM
130-14	The Differential and Interactive Effects of Intrinsic and Identified Motivation, Atlantic BC, 10:00AM
130-16	Work-Motive Combinations: Polynomial and Response Surface Analysis of Self-Determination Theory, Atlantic BC, 10:00AM
130-18	Validating the Multidimensional Perceived Person–Group Fit Scale, Atlantic BC, 10:00AM
130-27	Interaction of Goal Level and Incentive Structure in Multiple-Goal Contexts, Atlantic BC, 10:00AM
130-28	Relating Approach Avoidance to Affect Using a Pattern-Oriented Approach, Atlantic BC, 10:00AM
130-29	VIE-ing for the Position: Expectancy Theory and Applicant Faking, Atlantic BC, 10:00AM
130-33	Daily Workplace Motivational Processes: Resource Efficacy and Effort, Atlantic BC, 10:00AM
130-34	Abandoning a Goal: When Meeting the Minimum Requirement Is Impossible, Atlantic BC, 10:00AM
224	The Meaning and Usefulness of Resilience and Grit for I-O Psychology, Asia 3, 5:00PM

Occupational Health/Safety/Stress & Strain/Aging

61	How and When Workplace Ostracism Undermines Employees, N. Hemisphere E3, 1:30PM
91	Putting the "Health" in Healthcare: Protecting Worker Safety and Well-Being, Australia 3, 5:00PM
115	True Grit for Tough Jobs: Individual and Group-Level Employee Resilience, N. Hemisphere E2, 8:00AM
117	From Challenges to Solutions: Research and Practice in Workplace Safety, N. Hemisphere E4, 8:00AM
125	Examining Individual Strategies Utilized by Employees to Combat Occupational Stress, Asia 1, 10:00AM
172-1	Workaholicism and Psychological Capital: The Mediating Role of Employee Burnout, Atlantic BC, 1:00PM
172-2	Personal Resource Loss Mediates Employee Furlough–Stress Reactions Relationships, Atlantic BC, 1:00PM
172-3	Development and Initial Validation of a Work Interruptions Scale, Atlantic BC, 1:00PM
172-4	The Work Stressor–Vulnerability Model of Alcohol Consumption, Atlantic BC, 1:00PM
172-5	Health Culture Moderates the Challenge Demands–Control Relationship With Emotional Exhaustion, Atlantic BC, 1:00PM
172-6	The Buffering Effect of Resilience on Nurse Stress, Atlantic BC, 1:00PM
172-7	An Integrative Model of Calling in Domestic Violence Work, Atlantic BC, 1:00PM
172-8	Longitudinal Analysis of Safety Climate, Safety Behavior, and Outcome Relationship, Atlantic BC, 1:00PM
172-9	Safety Behaviors: The Moderating Role of Trust and Support, Atlantic BC, 1:00PM
172-10	Coping Effects on Relationship Among Perfectionism, Burnout, and Fatigue, Atlantic BC, 1:00PM
172-11	Introducing a New Comprehensive Model of Physical and Psychosocial Safety, Atlantic BC, 1:00PM
172-12	Examining Mindfulness as a Buffer in the Work Stressor–Strain Relationship, Atlantic BC, 1:00PM
172-13	Workplace Civility Norms and the Stress–Strain Relationship: Moderated Mediation Framework, Atlantic BC, 1:00PM
172-14	Sleep and Work Performance: A Meta-Analytic Test of Critical Moderators, Atlantic BC, 1:00PM
172-15	Examining the Impact of Leadership, Climate, and Personality on Safety, Atlantic BC, 1:00PM
172-16	Age Bias at Hiring: The Role of Facial Age Appearance, Atlantic BC, 1:00PM
172-17	The Role of Transformational Leadership in Workplace Bullying, Atlantic BC, 1:00PM
172-18	Thriving When Exhausted: The Role of Transformational Leadership, Atlantic BC, 1:00PM
172-19	Examining Relationships Among Safety Climate, Error Management, and Safety Communication, Atlantic BC, 1:00PM
172-20	Healthy Employee Cafeterias Improve Attitudes, Health, and Retention, Atlantic BC, 1:00PM
172-21	An Office With a View: The Importance of View Features, Atlantic BC, 1:00PM
172-22	A Taxonomy of Job Stressors Among Veterinarians: A Qualitative Analysis, Atlantic BC, 1:00PM
172-23	The Impact of Future-Oriented Coping on Business Travellers' Work–Life Balance, Atlantic BC, 1:00PM
172-24	The Role of Inclusion at Work on Health and Well-Being, Atlantic BC, 1:00PM
172-25	Deviance as a Mechanism of the Agreeableness and Accident Relationship, Atlantic BC, 1:00PM
172-26	Goal-Focused Leadership and Safety Noncompliance, Atlantic BC, 1:00PM
172-27	Why Me? Examining Predictors of Abusive Supervision, Atlantic BC, 1:00PM
172-28	Organizational Health and Wellness Programs: An Examination of Participation Likelihood, Atlantic BC, 1:00PM
172-29	Tending and Befriending Through Emotion Sharing: Increasing Affiliation at Work, Atlantic BC, 1:00PM
172-30	What You Should Do During Breaks to Perform Well, Atlantic BC, 1:00PM
172-31	Employee Well-Being Profiles, Physical Health, and Work Productivity Outcomes, Atlantic BC, 1:00PM
172-32	The Dark Side of Networking: Leaving Individuals Depleted and Dirty, Atlantic BC, 1:00PM
172-33	The Relationship of Safety Climate and Behaviors With Organizational Commitment, Atlantic BC, 1:00PM
172-34	An Examination of Self-Esteem in Relation to Workaholicism, Atlantic BC, 1:00PM
191	Providing Social Support: Helping or Harming the Provider?, Australia 3, 3:00PM

- 235 Illegitimate Tasks: The Establishment of a Legitimate Construct, Asia 1, 8:00AM
 240 Advancing Occupational Health Psychology Using Objective Health Outcomes, Australia 3, 8:00AM
 254-1 Workplace Traumatic Stress: A Meta-Analytic Review, Atlantic BC, 8:30AM
 254-2 Resource Loss Spiral Due to Perceived Workplace Discrimination, Atlantic BC, 8:30AM
 254-3 Overtime Hours, Healthy Behaviors, and Health Outcomes for Correctional Officers, Atlantic BC, 8:30AM
 254-4 Investigation of Intensified Job Demands and Leadership Within the JD-R, Atlantic BC, 8:30AM
 254-5 Well-Being and Retirement Expectations: The Role of Activity Variety, Atlantic BC, 8:30AM
 254-6 Savoring as a Moderator of the Combat Exposure-Symptoms Relationship, Atlantic BC, 8:30AM
 254-7 Workplace Social Interactions of Teleworkers: Gossip, Incivility, and Affective Commitment, Atlantic BC, 8:30AM
 254-9 A Time-Lagged Examination of Safety Leadership and Safety Motivation, Atlantic BC, 8:30AM
 254-11 A Mediation Analysis of the Effects of Occupational Injuries, Atlantic BC, 8:30AM
 254-12 Pressure to Remain Available to Work: Implications for Psychological Detachment, Atlantic BC, 8:30AM
 254-17 Newcomers' Trait Affectivity and Interpersonal Adjustment in Organizations, Atlantic BC, 8:30AM
 254-18 The Moderating Effect of Conscientiousness on the Workload-Strain Relationships, Atlantic BC, 8:30AM
 254-20 The Reverse-Buffering Effect of Job Control: Cross-Sectional Versus Longitudinal Effects, Atlantic BC, 8:30AM
 254-23 Two-Week Study of Goal Setting on Sleep Behaviors, Atlantic BC, 8:30AM
 254-24 Work-Health Conflict: Daily Fluctuations in Workers With Chronic Pain, Atlantic BC, 8:30AM
 254-25 Evidence for an Inverse-U Relationship Between Hazards and Adverse Outcomes, Atlantic BC, 8:30AM
 254-26 Understanding the Connection Between Health Climate Perceptions and Employee Health, Atlantic BC, 8:30AM
 254-28 Situation Awareness and Safety Performance: A Structural Equations Model, Atlantic BC, 8:30AM
 254-30 Revisiting the Curvilinear Relationship Between Job Insecurity and Job Performance, Atlantic BC, 8:30AM
 254-32 Examining the Workplace Subjective Well-Being Circumplex and Negative Affectivity, Atlantic BC, 8:30AM
 254-33 The "Dark Side" of Mindfulness in the Workplace, Atlantic BC, 8:30AM
 254-34 An Episodic Examination of Workplace Breaks and Self-Regulatory Resource Restoration, Atlantic BC, 8:30AM
 258 Mindfulness and Employee Outcomes: Examining Intervention Effects, Asia 3, 10:00AM
 299 Employment Stress and Financial Hardship: Implications for Occupational Health, Australia 3, 12:30PM
 305 Perspectives on Workplace Age Discrimination: Prevalence, Processes, and Outcomes, N. Hemisphere E2, 12:30PM
 340 The Aging Workforce and Sustainable Workplace Around the World, N. Hemisphere A3, 3:00PM

Organizational Culture/Climate

- 24-4 Veteran Acculturation and Reentry Into the Civilian Workplace, Atlantic BC, 11:30AM
 24-8 Help Giving and Creativity: How to Achieve a Win-Win Situation?, Atlantic BC, 11:30AM
 24-10 Humor Styles: How Impression Management Influences Meeting Satisfaction, Atlantic BC, 11:30AM
 24-11 Premeeting Talk, Meeting Statements, and Perceived Team Performance, Atlantic BC, 11:30AM
 24-12 Ethics Integration Strategies: Inoculating Subsidiaries Against Unethical Contagion, Atlantic BC, 11:30AM
 24-14 How Organizational Policies Influence Bystander Likelihood of Reporting Sexual Harassment, Atlantic BC, 11:30AM
 24-18 The Effects of Hierarchical Culture and Empowering Leadership on Employees, Atlantic BC, 11:30AM
 24-24 Developing a Valid Measure of Civility, Atlantic BC, 11:30AM
 86 Understanding the Emerging Discipline of Organizational Neuroscience, Asia 3, 4:30PM
 107 Multiple Climates: Studying the Gaps In Between, Asia 4, 8:00AM
 217 The Doctor Is In: Organizational Culture Change in Healthcare, S. Hemisphere III, 4:00PM
 325 Linking Organizational Culture to Patient Safety and Healthcare Quality, N. Hemisphere E1, 1:30PM

Organizational Justice

- 293-6 Organizational Justice From the Actor Perspective: Motives and Antecedents, Atlantic BC, 12:00PM
 293-13 Information, Please: Procedural and Informational Justice in the Selection Interview, Atlantic BC, 12:00PM
 293-17 Empirical Investigation of Multitargeted Felt Obligation in Justice-Outcome Relationships, Atlantic BC, 12:00PM
 293-24 We Oblige at Work: New Measure of Workplace Felt Obligation, Atlantic BC, 12:00PM
 293-25 Positive Versus Negative Antecedents for Employee Trust: A Meta-Analytic Review, Atlantic BC, 12:00PM

Organizational Performance/Change/Downsizing/OD

- 3 I-O Psychologists as Change Agents: Driving Science-Based Change in Organizations, Asia 1, 10:30AM
 101 I-O(ish): Applying an I-O Lens to Nontraditional I-O Questions, S. Hemisphere III, 5:00PM
 208 IGNITE + Panel Discussion: M&As in the I-O World, Asia 4, 4:00PM
 293-1 Engagement and Trust: Implications for Change Efficacy, Atlantic BC, 12:00PM
 293-5 Organizational Change Cynicism and Job Engagement, Atlantic BC, 12:00PM
 293-20 Span of Control and Manager Performance in Healthcare, Atlantic BC, 12:00PM
 293-21 Development of a Measurement Model for International Employee Surveys, Atlantic BC, 12:00PM
 293-30 Modeling How Complex Networks Influence Goal Pursuits in Organizations, Atlantic BC, 12:00PM
 347 Focusing in on Driving Action in a Shifting Survey Landscape, S. Hemisphere III, 3:00PM

Performance Appraisal/Feedback/Performance Management

- 9 Giving Top Performers the Star Treatment: Is Meritocracy Overrated?, Australia 3, 10:30AM
 30 Reimagining Performance Management and Rewards: Lessons From Change Leaders, Asia 4, 12:00PM
 69 Evolution or Devolution of 360° Feedback: Let's Debate It!, Asia 2, 3:30PM
 93 When Are Performance Ratings Most Valuable?, N. Hemisphere A2, 5:00PM
 95 Increasing Workplace Success: Identifying, Developing, and Transferring Employable Skills, N. Hemisphere E1, 5:00PM
 128 Factors to Consider in 360-Degree Feedback Ratings, Asia 4, 10:00AM
 182 Science-Practice Exchange: Using Positive Psychology to Enhance Negative Feedback Interventions, S. Hemisphere IV, 1:00PM
 192 Friday Seminar: Performance Management Reform: What Works and Where We're Still Missing, N. Hemisphere A1, 3:00PM
 210-2 Electronic Performance Monitoring Type Predicts Monitoring Perceptions and Contextual Performance, Atlantic BC, 4:00PM
 210-3 The Impact of Feedback Environments on Performance Outcomes, Atlantic BC, 4:00PM
 210-7 Efficacy and Self-Regulation: The Role of Feedback and Conscientiousness, Atlantic BC, 4:00PM
 210-8 Does Trait Self-Esteem Moderate the Motivational Consequences of Self-Threatening Feedback?, Atlantic BC, 4:00PM
 210-12 The Role of Honor in Reactions to Negative Performance Feedback, Atlantic BC, 4:00PM
 210-17 Ambiguity and Time Pressure: Resulting Biases in Performance Evaluations, Atlantic BC, 4:00PM

- 210-18 Development and Analysis of a More Concise Feedback Environment Scale, Atlantic BC, 4:00PM
 210-23 A Relational Perspective of Multisource Feedback on Firm Performance, Atlantic BC, 4:00PM
 210-24 Receptivity to Feedback: Investigating Sign, Specificity, and Goal Orientation, Atlantic BC, 4:00PM
 210-26 Perceived Masculinity and Femininity of Managers and the Feedback Environment, Atlantic BC, 4:00PM
 210-27 Meta-Task Processes Don't Always Hurt: The Role of Emotional Regulation, Atlantic BC, 4:00PM
 210-29 Beyond Performance: Categorizing Motives for Distorting Performance Ratings, Atlantic BC, 4:00PM
 210-32 Role of Individual Differences in Evaluating Job Performance, Atlantic BC, 4:00PM
 210-33 Stereotypes in the Context of Performance Appraisal, Atlantic BC, 4:00PM
 211 Speed Dating: Finding the Right Approach to Accelerate Performance, Australia 3, 4:00PM
 228 Integration of Women Into U.S. Army Combat Arms Occupations, N. Hemisphere A3, 5:00PM

Personality

- 4 Conceptual Foundations of Personality Assessment in Organizations: "Useful" to "Optimal", Asia 2, 10:30AM
 29 New Developments in Work Ethic Research: Antecedents, Impact, and Distinctiveness, Asia 2, 12:00PM
 37 New Directions for Vocational Interest Research in Organizations, N. Hemisphere E1, 12:00PM
 40 Discoveries in the Measurement and Function of Personality at Work, N. Hemisphere E4, 12:00PM
 87-1 Distortion in the Job Application: Finding Fakers Using Response Validity, Atlantic BC, 4:30PM
 87-3 Determinants of Autonomous Learning Using Investment Theories of Adult Intelligence, Atlantic BC, 4:30PM
 87-4 Predicting and Explaining Leader Performance With Personality Trait Interactions, Atlantic BC, 4:30PM
 87-5 An Ideal Point for Performance: Revisiting Curvilinear Relationships of Personality, Atlantic BC, 4:30PM
 87-8 Psychological Entitlement and Unethical Decision Making: An Investigation of Moral Disengagement as Mediator, Atlantic BC, 4:30PM
 87-12 Derailers Versus Personality Disorders: What Are the Differences?, Atlantic BC, 4:30PM
 87-13 Predicting Personality with Social Media Behavior: A Meta-analysis, Atlantic BC, 4:30PM
 87-14 Explaining Face Validity Perceptions of Two Trait Measures, Atlantic BC, 4:30PM
 87-15 Capturing Dark Traits and Relational Effectiveness in Assessment Centers, Atlantic BC, 4:30PM
 87-17 Personality and Work Values: An Argument for Joint Use, Atlantic BC, 4:30PM
 87-19 Development of the United States Air Force's Self-Description Inventory, Atlantic BC, 4:30PM
 87-26 Interest in Academic Leadership and P-E Fit of Agency/Communal Characteristics, Atlantic BC, 4:30PM
 87-30 Agreeableness and the Relationship Between Person-Organization Fit and OCB, Atlantic BC, 4:30PM
 87-31 Item Response Theory Analyses of the Big Five Inventory, Atlantic BC, 4:30PM
 87-32 Personality Variability Predicts Information Sharing: A Large-Scale Field Study, Atlantic BC, 4:30PM
 87-34 The Role of Workplace Popularity: Dispositional Influences and Performance-Related Outcomes, Atlantic BC, 4:30PM
 102-2 The Role of Measurement Bias in the Stability of Personality Ratings, N. Hemisphere CD, 6:00PM
 104 Would I Lie To You? Applicant Faking Behavior and Motivation, Asia 1, 8:00AM
 113 The Hungry Mind: Why Companies Hire and Promote for Curiosity, N. Hemisphere A4, 8:00AM
 147 Leading and Managing Employees With Toxic Selves in Modern Workplace, Asia 2, 11:30AM
 166 Identifying Grit in Existing Personality and other Individual Differences Taxonomies, Americas Seminar Room, 1:00PM
 168 New Advances in Research on the Validity of Vocational Interests, Asia 2, 1:00PM
 178 Best Practices in Personality-Oriented Job Analysis, N. Hemisphere E4, 1:00PM
 214 The Dark Side of Personality: Risks and Benefits in Organizations, N. Hemisphere E4, 4:00PM
 236 Don't Take Quotes or Personality Assessment Validities Out of Context, Asia 2, 8:00AM
 255 Recent Advances in Personality Assessment and Validation: Beyond Self-Reports, Americas Seminar Room, 10:00AM
 275-1 Dark Personality as a Causal System: A Network Approach, Atlantic BC, 11:00AM
 275-2 A Meta-Analysis of the Dark Triad and Emotional Intelligence, Atlantic BC, 11:00AM
 275-3 Attachment and Deviance: A Moderated Mediation of Support and Justice, Atlantic BC, 11:00AM
 275-4 Half Empty, Half Full: Uncovering Optimism and Pessimism, Atlantic BC, 11:00AM
 275-5 Individual Differences in the NBA: Are There Position-Specific Personality Traits?, Atlantic BC, 11:00AM
 275-6 Consequences of Misfit: Effects of Personality-Based Fit on Psychological Strain, Atlantic BC, 11:00AM
 275-7 Score Differences Between Employed and Unemployed Participants on Frame-of-Reference Scales, Atlantic BC, 11:00AM
 275-8 Other Ratings of Leader Personality: A View From the Hill, Atlantic BC, 11:00AM
 275-9 The Dark Tetrad and Student Counterproductivity, Atlantic BC, 11:00AM
 275-10 Meta-Analytic Evidence That Conscientiousness's Validity Is Stable Over Time, Atlantic BC, 11:00AM
 275-11 Consideration of Future Consequence and Performance: A Trait Activation Perspective, Atlantic BC, 11:00AM
 275-12 Is Follower Narcissism Toxic? The Role of Implicit Followership Theories, Atlantic BC, 11:00AM
 275-13 Beyond Cognitive Ability: Using Personality to Predict Student Retention, Atlantic BC, 11:00AM
 275-14 Personality Assessment as a Supplementary Predictor of Tenant Behavior, Atlantic BC, 11:00AM
 275-15 Mediation of Psychological Capital Between Social Courage and Work Outcomes, Atlantic BC, 11:00AM
 275-16 Where Do You Sit? Effects of Gender, Personality, and Motivation, Atlantic BC, 11:00AM
 275-17 Core Self-Evaluations as Person-Related Resource for Motivation and Health, Atlantic BC, 11:00AM
 275-18 Exploring Variation in Workplace Impression Management: A Policy-Capturing Approach, Atlantic BC, 11:00AM
 275-19 Personality and Union Attitudes: Sociopolitical Attitudes as a Mediator, Atlantic BC, 11:00AM
 275-20 The Personality Inventory for the DSM-V and Counterproductive Work Behaviors, Atlantic BC, 11:00AM
 275-21 Beyond Big Five and GPA: Bifactor Models of Student Performance, Atlantic BC, 11:00AM
 275-22 Perfectionism in Academic Performance and Well-Being: A Meta-Analytic Investigation, Atlantic BC, 11:00AM
 275-23 Measurement Invariance Between English and Japanese Big Five Measures, Atlantic BC, 11:00AM
 275-24 Cooperate or Compete?: Knowledge Sharing Dilemmas, Atlantic BC, 11:00AM
 275-25 Fully Contextualized, Frequency-Based Measures: A New Standard for Personality Assessment?, Atlantic BC, 11:00AM
 275-26 Improving Prediction Through Personality and Criterion ABC Alignment, Atlantic BC, 11:00AM
 275-27 No Evidence for the Type in Type-A Behavior, Atlantic BC, 11:00AM
 275-28 Subjective Well-Being and Emotional Intelligence: An Incremental Validity Meta-Analysis, Atlantic BC, 11:00AM
 275-29 Integrating Type-A Behavior Subcomponents Into the Five-Factor Model, Atlantic BC, 11:00AM
 275-30 A Latent Profile Analysis of Promotion and Prevention Foci, Atlantic BC, 11:00AM
 275-31 The Curvilinear Relationship Between Core Self-Evaluation and Organizational Citizenship Behavior, Atlantic BC, 11:00AM
 275-32 Curvilinear Relationship Between Proactive Personality and Job Performance, Atlantic BC, 11:00AM

- 275-33 When and How Proactive Employees Acquire Network Centrality at Workplace, Atlantic BC, 11:00AM
 283 Using Personality Assessment to Predict Valued Outcomes in Healthcare, N. Hemisphere A3, 11:30AM
 287 Maladaptation: Building the Nomological Net of Derailing Traits and Behaviors, N. Hemisphere E4, 11:30AM
 288 Personality Dynamics at Work: Integrating Between-Person Stability and Within-Person Change, S. Hemisphere I, 11:30AM
 303 Team-Level Interventions: Using Personality Data to Enhance Team Effectiveness, N. Hemisphere A4, 12:30PM

Prosocial (e.g., humanitarian work psychology, corporate social responsibility, sustainable development)

- 88 Executive Board Block Session: Research as Advocacy: SIOP's Engagement in Rigorous, Ethical, Progressive Research, Asia 2, 5:00PM
 102-10 Signaling Values in E-Recruitment: Person-Organization Fit Approach to Organizational Attractiveness., N. Hemisphere CD, 6:00PM
 164 Shootings and Hate Crimes: How I-Os Can Help & Support, Asia 3, 12:00PM
 186 Executive Board Special Session: Building the ROI of I-O Through IMPACT Initiatives, Asia 2, 3:00PM
 205 Measurement Matters: Solving Global Problems Through I-O Psychology, Asia 1, 4:00PM
 277 Executive Board Special Session: Getting Engaged in I-O Advocacy and Federal Research Funding Opportunities, Asia 2, 11:30AM
 326 Using I-O for Good: The Power of Prosocial I-O Work, N. Hemisphere E2, 1:30PM
 338-1 Volunteers Volunteer to Become Engaged at Work, Atlantic BC, 3:00PM
 338-6 Predicting Employee Green Behavior Using the Theory of Planned Behavior, Atlantic BC, 3:00PM
 338-10 Job Satisfaction and Voluntary Workplace Green Behavior: A Cross-Level Model, Atlantic BC, 3:00PM
 338-22 CEOs and Socially Responsible Corporate Behavior: A Meta-Analytic Examination, Atlantic BC, 3:00PM
 338-26 Getting to the Core of Entrepreneurship, Atlantic BC, 3:00PM
 338-27 Volunteer Perceptions of Upward and Downward Communication Facilitate Organizational Commitment, Atlantic BC, 3:00PM

Research Methodology (e.g., surveys)

- 34 Data-Driven Business Decisions: Opportunities and Challenges for I-O, N. Hemisphere A2, 12:00PM
 39 Using the Blank Box: Innovations to Optimize Use of Comments, N. Hemisphere E3, 12:00PM
 52 Do I Have Your Attention? Measuring and Predicting Careless Responding, Asia 5, 1:30PM
 53-1 Best Practice Recommendations for Using Sports Data in I-O Research, Atlantic BC, 1:30PM
 53-4 Insufficient Effort Responding in MTurk Research: Evidence-Based Quality Control, Atlantic BC, 1:30PM
 53-8 Comparing MTurk and the U.S. Populations' Occupational Diversity, Atlantic BC, 1:30PM
 53-9 Classification Accuracy and Predictive Validity of Eight Profile Similarity Measures, Atlantic BC, 1:30PM
 53-12 Evaluating Online Data Quality: Response Speed and Response Consistency, Atlantic BC, 1:30PM
 53-13 Influence of Insufficient Effort Responding on Measurement Quality, Atlantic BC, 1:30PM
 53-14 Questionable Research Practices Among Researchers in Top Management Programs, Atlantic BC, 1:30PM
 53-17 Nonresponse and Sample Weighting in Organizational Surveying, Atlantic BC, 1:30PM
 53-19 To Catch a Faker: Investigating the "Ideal Employee Factor", Atlantic BC, 1:30PM
 53-23 Instructed Response Items as an Index of Insufficient Effort Responding, Atlantic BC, 1:30PM
 53-24 Reference Feedback on Applicants: Do Narrative Comments Predict Behavior Ratings?, Atlantic BC, 1:30PM
 53-25 Who Wrote That? Source Effects in Narrative Feedback From References, Atlantic BC, 1:30PM
 53-32 Comparison of Counterproductive Work Behavior Scores Across Single and Multiorganization Samples, Atlantic BC, 1:30PM
 68 Beyond Unobtrusive Methodologies: The Intrusive Component of "Big Data" Research, Asia 1, 3:30PM
 90 What Should We Do About Alpha?, Asia 5, 5:00PM
 111 Friday Seminar: Bridging the Scientist-Practitioner Gap: Becoming Better-Informed Consumers of Research Findings, N. Hemisphere A2, 8:00AM
 120 Agile I-O: Toolkit for Faster Better R&D, S. Hemisphere III, 8:00AM
 140 Promoting and Understanding Survey Response Effort, S. Hemisphere III, 10:00AM
 197 Demonstrating the Varied Uses of Computational Models, N. Hemisphere E2, 3:00PM
 256 Nonprobability Samples: Utility for I-O Research and Practice, Asia 1, 10:00AM
 286 Impact, Contribution, and the Culture of Science in I-O Psychology, N. Hemisphere E2, 11:30AM
 320 Is There a Replication "Crisis" (Yet) in I-O Psychology?, Australia 3, 1:30PM
 330 Taking a "Little Data" Approach in a Big Data World, S. Hemisphere II, 1:30PM
 335 Social Network Analysis: Advances in Methodology, Theory, and Application, Asia 3, 3:00PM

Staffing (e.g., recruitment, applicant reactions, selection system design, succession planning, workforce planning)

- 21 Candidate Feedback in the US, UK, and South Africa, S. Hemisphere IV, 10:30AM
 32 The Future of Talent Management: Perspectives From Research and Practice, Australia 3, 12:00PM
 54 Industry Differences in Talent Acquisition: Practitioner Perspectives on Acquisition Strategies, Australia 3, 1:30PM
 60 Symposium + Panel Session Combo: Will Technology Make Assessment Obsolete?, N. Hemisphere E2, 1:30PM
 64 Exploring Applicants' Behaviors and Attitudes in Employment Interviews, S. Hemisphere II, 1:30PM
 78 "That Company Is Great!": Best Practices for Improving Candidate Experience, N. Hemisphere A4, 3:30PM
 84 Intersecting I-O Psychology and Law Enforcement, S. Hemisphere II, 3:30PM
 116 The Treasure Trove Within: Building an Evidence-Based Workforce Planning Approach, N. Hemisphere E3, 8:00AM
 130-4 Gender Differences in Organization Attraction, Atlantic BC, 10:00AM
 130-5 Revisiting Realistic Recruitment: Developing a Computational Model of Expectations-Perceptions Discrepancies, Atlantic BC, 10:00AM
 130-6 The Advantages of Practice Tests in an Employment Context, Atlantic BC, 10:00AM
 130-7 Cheating on Online Cognitive Tests: Prevalence and Impact on Validity, Atlantic BC, 10:00AM
 130-10 Converting Selection Ratios Between Equivalent Single-Stage and Multistage Selection Systems, Atlantic BC, 10:00AM
 130-11 Gender, Role, and Job Demand: Content Analysis of LinkedIn Self-Descriptions, Atlantic BC, 10:00AM
 130-15 Painting the Picture: What Is the Mobile Test Environment?, Atlantic BC, 10:00AM
 130-17 Can Explanations Improve Test Takers' Perceptions of an Ability Test?, Atlantic BC, 10:00AM
 130-19 Predicting Value of a Hire by Using Applicant Prehire Data, Atlantic BC, 10:00AM
 130-20 Applicant Reactions: Does Test Length Really Matter?, Atlantic BC, 10:00AM
 130-21 Do Informal Language and Personalized Feedback Reports Affect Applicant Reactions?, Atlantic BC, 10:00AM
 130-22 Tell Me About It: Making the Case for Case-Based RJP, Atlantic BC, 10:00AM
 130-23 Using Imagined Interpersonal Contact to Reduce Interview Bias, Atlantic BC, 10:00AM
 130-24 The Two Facets of Extraversion: A Longitudinal Criterion-Related Validity Study, Atlantic BC, 10:00AM
 130-25 Effects of Recruiting Sources on Test Reactions and Performance, Atlantic BC, 10:00AM
 130-26 Individual Differences and Applicants' Reactions to Aptitude Testing: Field Study, Atlantic BC, 10:00AM

- 130-30 Retesting: Understanding the Role of Personality in g Score's Change, Atlantic BC, 10:00AM
 130-31 Applicant Reactions Across Hospital Types: Understanding Urban and Rural Candidates, Atlantic BC, 10:00AM
 130-32 Preferences for Nonstandard Work: An Exploratory Investigation, Atlantic BC, 10:00AM
 155 The Science and Practice of High Potentials, N. Hemisphere E1, 11:30AM
 161 Future Leaders Please Stand Up: Evolving Succession Planning Through Metrics, S. Hemisphere III, 11:30AM
 163 Can We Overcome the Law Enforcement Staffing Crisis?, S. Hemisphere V, 11:30AM
 170 Applicant Reactions During Selection: Overview and Prelude to a Review, Asia 4, 1:00PM
 232 Facilitating Optimal Internships: Considerations, Challenges, and Opportunities, S. Hemisphere II, 5:00PM
 264 Current and Future DoD-Funded Research Opportunities in I-O Psychology, N. Hemisphere A2, 10:00AM
 272 Executive Succession: Potential to Perform or Perform to Potential?, S. Hemisphere II, 10:00AM
 295 Breaking the Glass: Influence of Applicant Gender on Recruiting, Asia 1, 12:30PM
 331 An Examination of Candidate Completion Rates, S. Hemisphere III, 1:30PM

Strategic HR/Utility/Changing Role of HR

- 22 The Co-Bots Are Coming! Is I-O Ready?, S. Hemisphere V, 10:30AM
 27 Up the Corporate Ladder: I-O Professionals in HR Leadership Roles, Americas Seminar Room, 12:00PM
 73-3 High-Performance Work Practices' Impact on Employee Engagement: A Person-Centered Approach, Atlantic BC, 3:30PM
 73-7 The Signals We Send: High Potential Status and Organizational Commitment, Atlantic BC, 3:30PM
 73-8 High Performance Work Practices, National Culture, and Firm Performance, Atlantic BC, 3:30PM
 73-16 Employment Quality and Work-Related Needs: Role of Labor Market Intermediaries, Atlantic BC, 3:30PM
 73-24 A Classification Structure of Organizational Outcomes Using Big Data, Atlantic BC, 3:30PM
 73-30 Adoption of HRM Practices: A Study of Managerial Decision Making, Atlantic BC, 3:30PM
 119 Back to our Scientific Roots: Using Evidence-Based Approaches in HR, S. Hemisphere II, 8:00AM
 129 Analytics Has a Seat at the Table: Now What?, Asia 5, 10:00AM
 149 Talent Analytics That Work: Making a Real Organizational Impact, Asia 5, 11:30AM
 171 Small Business, Big Impact: Applying I-O Psychology to Small Employers, Asia 5, 1:00PM
 189 I-O's Role in Advancing HR in the Big Data Charge, Asia 5, 3:00PM
 204 Communications and Analytics: Creating Impact With Data-Driven Insights, S. Hemisphere V, 3:00PM
 209 Get It Together: When Assessment Practices and Business Strategy Converge, Asia 5, 4:00PM
 220 The Changing Nature of Work: Empirical Trends and Organizational Responses, N. Hemisphere E3, 4:30PM
 221 Invited Session: SIOP Shaken & Stirred, Pacific BC, 4:30PM
 226 Whole 'Nother Ball Game? Talent Management in Sports Organizations, Asia 5, 5:00PM
 298 Talent Management Data Integration: Are You REALLY Doing It?, Asia 5, 12:30PM
 301 MTurk as Work (and Not Just a Recruitment Method), N. Hemisphere A2, 12:30PM
 312 Do You See What I See? Integrating Divergent Data Insights, Asia 3, 1:00PM

Teaching I-O Psychology/Student Affiliate Issues/Professional Development

- 18 Theme Track: How the World Changes I-O as I-O Changes the World, S. Hemisphere I, 10:30AM
 31 Becoming a True Master: Tips for Master's Level I-O Psychologists, Asia 5, 12:00PM
 41 Theme Track: Shaping the Future of I-O Through Multidisciplinary Approaches, S. Hemisphere I, 12:00PM
 53-2 Most Influential Sources and Authors in I-O Psychology Textbooks, Atlantic BC, 1:30PM
 53-5 A Meta-Analysis of Team-Based Learning's Effects on Academic Outcomes, Atlantic BC, 1:30PM
 53-21 Bibliometric Analysis of I-O Psychology Article Complexity and Citation Count, Atlantic BC, 1:30PM
 53-26 Classroom Gamification: The Impact of Gamified Quizzes on Student Learning, Atlantic BC, 1:30PM
 58 Featured Session: Building a Pipeline and Sustaining Success as an I-O Scientist, N. Hemisphere A4, 1:30PM
 66 Let's Talk About Rigorous Research and Academic Evaluation, S. Hemisphere IV, 1:30PM
 71 Developing Employability With Master's and Undergraduate Internships, Asia 4, 3:30PM
 82 From Grad Student to Professional: Things I Wish I Knew 2.0, N. Hemisphere E4, 3:30PM
 83 Theme Track: Learning From Career Visionaries to Create Future Contribution Paths, S. Hemisphere I, 3:30PM
 106 Growing Local Communities of Work Psychologists Globally, Asia 3, 8:00AM
 133 Featured Session: The Future of I-O in Practice: Insights From Award Winners, N. Hemisphere A4, 10:00AM
 141 Dos and Don'ts: Thriving as PhD, Master's, and Undergraduate Students, S. Hemisphere IV, 10:00AM
 145 "Mastering" the Job Market: Advice From Master's Level Professionals, Americas Seminar Room, 11:30AM
 154 Master Collaboration: What We Did Not Learn in Graduate School, N. Hemisphere A4, 11:30AM
 159 Alliance Special Session: Ethical, Rigorous and Relevant Research, S. Hemisphere I, 11:30AM
 174 Featured Session: Disruptors in the Field: Thinking Forward With Practice Award Winners, N. Hemisphere A4, 1:00PM
 187 Editorial Landscape: Where We've Been and Where We're Going, Asia 3, 3:00PM
 239 What Employers Want: Job Readiness Through High-Impact I-O Classes, Asia 5, 8:00AM
 259 Making Research Reproducible: Tutorial for Reproducible Research With R Markdown, Asia 4, 10:00AM
 263 Professional Development Words of Wisdom for Students and Early-Career Practitioners, N. Hemisphere A1, 10:00AM
 290 SIOP Teaching Tools Available for Industrial-Organizational Psychology Classes, S. Hemisphere III, 11:30AM
 306 So You Want to Write a Book? Advice for Authors, N. Hemisphere E3, 12:30PM
 311 The I-O of the Future: Identifying and Closing Skill Gaps, S. Hemisphere V, 12:30PM
 315 Administration CAN Be Good!, Americas Seminar Room, 1:30PM
 316 Communicating Our Value as I-O Practitioners, Asia 1, 1:30PM
 317 Executive Board Special Session: Understanding I-O Education and Training From an International Perspective, Asia 2, 1:30PM
 337 Getting Started as a New Teacher in I-O and OB/HR, Asia 5, 3:00PM
 349 Married... With Children: Strategies for Surviving Grad School With Family, S. Hemisphere V, 3:00PM

Technology (e.g., gamification, social media, simulations)

- 25 Panel + Breakout Combo Session: Sense Making of Wearable Sensors, S. Hemisphere IV, 11:30AM
 36 Workplace Automation and the Future of I-O Psychology, N. Hemisphere A4, 12:00PM
 38 Caught on Video: Best Practices in One-Way Video Interviewing, N. Hemisphere E2, 12:00PM
 70 Fostering Collaboration Between Data/Computer Scientists and I-Os, Asia 3, 3:30PM
 96 Gaming and Gamification IGNITE: Current Trends in Research and Application, N. Hemisphere E2, 5:00PM

- 122 Science–Practice Exchange: Ready or Not... Technology's Implications for Leadership Development, S. Hemisphere V, 8:00AM
 123-2 How Pay Affects Performance and Retention in Longitudinal Crowdsourced Research, Atlantic BC, 8:30AM
 123-4 Can Video Games Reduce Faking in Selection Assessments?, Atlantic BC, 8:30AM
 123-5 Coworker Relationships Altered by Social Media: Posts, Pokes, and Problems, Atlantic BC, 8:30AM
 123-6 Time Flies When Cognitive Tests Are Games, Atlantic BC, 8:30AM
 123-12 The Effect of Technology Use on Relationship and Network Development, Atlantic BC, 8:30AM
 123-13 The Impact of Smartphone Usage on Perceptions of Work–Life Balance, Atlantic BC, 8:30AM
 123-14 How Consistent Is the Impact of Devices on Working Memory?, Atlantic BC, 8:30AM
 123-18 Crowdsourcing Hard-to-Reach I-O Psychology Populations: Feasibility and Psychometrics, Atlantic BC, 8:30AM
 123-19 Increases in Applicant Pool Diversity Attributable to Unproctored Internet-Based Testing, Atlantic BC, 8:30AM
 123-20 Creating Three-Dimensional Task–Technology Fit Scales, Atlantic BC, 8:30AM
 123-21 Examination of Individual Differences in Preference in Pursuing Gamified Training, Atlantic BC, 8:30AM
 123-22 Email Me! How Email Textual Cues Influence Perceptions, Atlantic BC, 8:30AM
 123-26 Personality, Responsiveness, and Performance in Technology-Enabled Work Environments, Atlantic BC, 8:30AM
 123-27 To Meet or Not to Meet: Preference for Electronic Communication, Atlantic BC, 8:30AM
 123-33 Effects of Automated Technology on Experiences of Agency at Work, Atlantic BC, 8:30AM
 135 Game-Based Assessment: Concepts and Insight From Research and Practice, N. Hemisphere E2, 10:00AM
 153 Serious Assessment Games and Gamified Assessment: Emerging Evidence, N. Hemisphere A3, 11:30AM
 157 Automated Data Collection: An Introduction to Web Scraping With Python, N. Hemisphere E3, 11:30AM
 167 From Likes to Impact: The Payoffs of Social Media Involvement, Asia 1, 1:00PM
 173 Mobile Testing "In the Wild": Apps, Reactions, Images, Criterion Validity, Australia 3, 1:00PM
 193 Friday Seminar: Automated Conversion of Social Media Into Data: Demonstration and Tutorial, N. Hemisphere A2, 3:00PM
 196 Opportunities and Challenges in Electronic Human Resource Management, N. Hemisphere E1, 3:00PM
 207 Technology Trends Leading HR Practice: Key Opportunities for Research?, Asia 3, 4:00PM
 223 Executive Board Special Session: Simple, Social SIOP: Collaborating to Increase SIOP's Social Media Reach, Asia 2, 5:00PM
 244 Assessments on Mobile Devices: Our Opportunities at Digital Speed, N. Hemisphere A4, 8:00AM
 249 I See What You Did There: Data Visualization in Action, S. Hemisphere I, 8:00AM
 268 Social Media for Employment Decisions: The Good, Bad, and Ugly, N. Hemisphere E2, 10:00AM
 291 Integrations and Partnering With Technology: Experiences and Best Practices, S. Hemisphere IV, 11:30AM
 304 Mobile Assessment: Small Screens Become Mainstream (Demo & Panel Discussion), N. Hemisphere E1, 12:30PM
 309 From the Outside, In: Technology's Influence on I-O Psychology, S. Hemisphere II, 12:30PM
 329 I-O Psychology in an IT World, S. Hemisphere I, 1:30PM
 336 Using New metaBUS Functions to Facilitate Systematic Reviews and Meta-Analyses, Asia 4, 3:00PM

Testing/Assessment (e.g., selection methods, validation, predictors)

- 11 Truth About Assessment Development: What's Not Taught in Grad School, N. Hemisphere A2, 10:30AM
 12 Employee Selection Decision Processes: Efficient, Fair, and Accurate, N. Hemisphere A3, 10:30AM
 28 Putting Judging Situations Back In SJTs: New Evidence and Innovation, Asia 1, 12:00PM
 45-1 Conditional Reasoning Integrity as a Predictor of Job Performance, Atlantic BC, 12:30PM
 45-2 Using Personality-Based Profile Similarity Indices to Guide Selection Decisions, Atlantic BC, 12:30PM
 45-3 Investigating the Combined Validity and Prevalence of Personnel Selection Tools, Atlantic BC, 12:30PM
 45-4 The Physiology of Recruiter Fear and Bias in Applicant Screening, Atlantic BC, 12:30PM
 45-5 Impact of Childhood and Adult Video Gaming on Flight Performance, Atlantic BC, 12:30PM
 45-6 Faking Warnings: Less Effective Than You Think, Atlantic BC, 12:30PM
 45-7 Development of an Empirically Based Short Form Personality Assessment, Atlantic BC, 12:30PM
 45-8 The Ideal Employee Coefficient: Can Self-Presentation Predict Performance Beyond Traits?, Atlantic BC, 12:30PM
 45-9 A Reexamination of Stereotype Threat in High-Stakes Testing, Atlantic BC, 12:30PM
 45-10 An Eye-Tracking Study of Conditional Reasoning Personality Measures, Atlantic BC, 12:30PM
 45-11 Does Conversation Change the First Impression in Employment Interview?, Atlantic BC, 12:30PM
 45-12 Preemployment Assessment to Supplement Background Checks for Security Clearance Employees, Atlantic BC, 12:30PM
 45-13 Automated Scoring of the Consequences Test Using Latent Semantic Analysis, Atlantic BC, 12:30PM
 45-14 Effects of Cognitive Styles on Test Performance, Atlantic BC, 12:30PM
 45-15 Are ESEM-Based Models More Appropriate for Studying Personality Faking?, Atlantic BC, 12:30PM
 45-16 Should We Use LinkedIn as a Selection Tool?, Atlantic BC, 12:30PM
 45-17 Transporting Situational Judgment Tests Internationally: A Tale of Two Countries, Atlantic BC, 12:30PM
 45-18 Predicting Call Center Metrics: A Meta-Analytic Investigation of What Works, Atlantic BC, 12:30PM
 45-19 Mobile Versus Desktop Assessments: Is There Really a Difference?, Atlantic BC, 12:30PM
 45-20 Evaluating CAT Effectiveness Through Simulations: A Better Way Forward, Atlantic BC, 12:30PM
 45-21 Validation of a Faking-Resistant, Rapid Response Method Personality Assessment, Atlantic BC, 12:30PM
 45-22 Family Income as a Moderator Between Personality and Performance, Atlantic BC, 12:30PM
 45-23 Comparing Classical Test and Item Response Theories on Criterion Validity, Atlantic BC, 12:30PM
 45-24 Retesting in Personnel Selection: The Impact of Test Reliability, Atlantic BC, 12:30PM
 45-25 Impression Management in Interviews: Research Design With Tactics in Mind, Atlantic BC, 12:30PM
 45-26 GPA's Validity and Subgroup Differences: International and Ivy League Samples, Atlantic BC, 12:30PM
 45-27 It's Not Where You Come From: Impact of Contextual Variables, Atlantic BC, 12:30PM
 45-28 Predicting Leadership Potential Using Self-Disclosure and Self-Concealment Assessments, Atlantic BC, 12:30PM
 45-29 Do People From Unconventional Backgrounds Require Unconventional Selection?, Atlantic BC, 12:30PM
 45-30 Effects of Indirect Range Restriction on Estimates of Predictive Bias, Atlantic BC, 12:30PM
 45-31 The Relationship Between Predictors' Cognitive-Ability Saturations and Black–White Mean Differences, Atlantic BC, 12:30PM
 45-32 The Use of Composites and Impact on Selected Individual Demographics, Atlantic BC, 12:30PM
 45-33 Entering STEM Fields: Interests, Identity, Efficacy, and Influence From Others, Atlantic BC, 12:30PM
 45-34 UIT Device-Type Score Differences: The Role of Working Memory, Atlantic BC, 12:30PM
 53-7 Do Course Difficulty, Conscientiousness, and SES Explain Predicted Performance Differences?, Atlantic BC, 1:30PM
 53-15 Cross-Validated Temperament Scale Validities Computed Using Profile Similarity Metrics, Atlantic BC, 1:30PM

- 53-28 The Validation of the Leadership Character Insight Assessment, Atlantic BC, 1:30PM
 65 Warnings Against Faking on Personality Tests: Emerging Approaches and Findings, S. Hemisphere III, 1:30PM
 76 Messy Validation III: Demystifying Validation Statistics Through Storytelling and Dataviz, N. Hemisphere A2, 3:30PM
 77 One Type to Rule Them All? Debating Predictors in Selection, N. Hemisphere A3, 3:30PM
 102-6 Following the Trend: Applicant Subgroup Differences in SJT Scores, N. Hemisphere CD, 6:00PM
 102-9 Incremental Validity of Spatial Ability Tests for STEM Careers, N. Hemisphere CD, 6:00PM
 110 Friday Seminar: The Use of Mobile Devices in Employment-Related Testing and Assessment, N. Hemisphere A1, 8:00AM
 118 High-Fidelity Simulation Scoring Practices: Tricks of the Trade Revealed!, S. Hemisphere I, 8:00AM
 126 Automated Essay Scoring: Human Versus Machine, Asia 2, 10:00AM
 156 Physical Abilities Testing: Lessons Learned in Test Development and Validation, N. Hemisphere E2, 11:30AM
 160 Assessment Centers: Advances in Scoring and Interpretation, S. Hemisphere II, 11:30AM
 176 Alternative Measures of g: Not Your Grandfather's Cognitive Tests, N. Hemisphere E2, 1:00PM
 199 Going Global: Cross-Cultural Measurement of Big Five Personality Scales, N. Hemisphere E4, 3:00PM
 206 Executive Board Special Session: Update on the Revised SIOP Principles, Asia 2, 4:00PM
 230 The Maturation of Quality of Hire: I-O Psychologist's Take, N. Hemisphere E4, 5:00PM
 243 Next Generation Assessment: The State of Innovations in Selection Science, N. Hemisphere A3, 8:00AM
 260 Novel Approaches to Noncognitive Skills Assessment for the Workplace, Asia 5, 10:00AM
 269 High-Potential Identification: You're Doing It Wrong, N. Hemisphere E3, 10:00AM
 279 Expanding Knowledge About Mobile Assessments Across Devices and Applicants, Asia 5, 11:30AM
 322 Leveraging Assessment Data: Creative Approaches to Finding Talent, N. Hemisphere A2, 1:30PM
 339 Looking Beyond Validity to Ensure Assessment Success, N. Hemisphere A1, 3:00PM

Training

- 7 New Directions for Training Transfer Research, Asia 5, 10:30AM
 50 Trends in Learning and Development Research and Practice, Asia 3, 1:30PM
 261-8 Context-Dependent Accountability Strategies to Improve the Transfer of Training, Atlantic BC, 10:00AM
 261-10 Creation of Training Self-Efficacy Scales and Analysis of the Construct, Atlantic BC, 10:00AM
 261-14 Sustainment of Training: A Meta-Analytic Investigation of Work Environment Support, Atlantic BC, 10:00AM
 261-15 Practice Difficulty and Task Exploration in an Active Learning Environment, Atlantic BC, 10:00AM
 261-19 A Policy-Capturing Study of Preferences for Differing Training Cues, Atlantic BC, 10:00AM
 261-21 Understanding Older Workers' Decisions to Participate in Voluntary Training Opportunities, Atlantic BC, 10:00AM
 261-22 A Meta-Analysis Comparing Face-to-Face, Online, and Hybrid Ethics Courses, Atlantic BC, 10:00AM
 261-29 Improving Training Performance of Adult Trainees: Two Strategies, Atlantic BC, 10:00AM
 261-30 Hiding Vegetables in Candy: Challenge Motivates Use of Effective Learning, Atlantic BC, 10:00AM
 261-31 Strengths-Based Training as a Positive Organizational Psychology Intervention, Atlantic BC, 10:00AM

Work and Family/Nonwork Life/Leisure

- 13 Exploring Macrolevel Factors Impacting Individual Work-Family Experience, N. Hemisphere A4, 10:30AM
 20 Caring for Elders While Working: Initial Findings and Future Directions, S. Hemisphere III, 10:30AM
 73-1 Work-School Conflict, Core Self-Evaluations, and College Student Well-Being, Atlantic BC, 3:30PM
 73-2 Exploring Crossover Effects Among Working Spouses: SOC and Work-Family Conflict, Atlantic BC, 3:30PM
 73-4 Is Coworker Support a Buffer or an Intensifier?, Atlantic BC, 3:30PM
 73-5 Work-Life Framing: A Mixed Method Approach, Atlantic BC, 3:30PM
 73-6 Work-to-Family Conflict and Culture: A Meta-Analysis, Atlantic BC, 3:30PM
 73-9 Targeting the Perceptual Hierarchy: Appropriate Feedback for Experts Versus Novices, Atlantic BC, 3:30PM
 73-10 Parental Occupation Effects: Academic Outcomes for Children of Emergency Responders, Atlantic BC, 3:30PM
 73-11 Crossover Effect of Leader's Work-Family Conflict on Employee's Citizenship Behavior, Atlantic BC, 3:30PM
 73-12 Examining Time as the Missing Link Between Income and Affective Well-Being, Atlantic BC, 3:30PM
 73-13 Work Environment and Work-to-Family Conflict: Mediating Role of Work Investment, Atlantic BC, 3:30PM
 73-14 Maximizing on Balance: How Maximizing Decision Styles Affect Work-Life Balance, Atlantic BC, 3:30PM
 73-15 Work-Life Balance Support Mediates Telecommuting's Relationship With Commitment, Atlantic BC, 3:30PM
 73-17 Child Free in the Workplace: A Content Analysis, Atlantic BC, 3:30PM
 73-18 Faculty Time Allocation: A Latent Profile Approach, Atlantic BC, 3:30PM
 73-19 Work-Family Conflict and Job Performance: More Data and More Predictors, Atlantic BC, 3:30PM
 73-20 The Relationship Between Decision Making and the Work-Life Interface, Atlantic BC, 3:30PM
 73-21 In Good Company? Development of the Family-Supportive Coworker Perceptions Scale, Atlantic BC, 3:30PM
 73-22 Trait Mindfulness and Work-School Outcomes: The Mediating Effects of Segmentation, Atlantic BC, 3:30PM
 73-23 Boundary Management Among Parents of Children With ASD, Atlantic BC, 3:30PM
 73-25 Episodic Work-Family-School Conflict and Measures of Cardiovascular Health, Atlantic BC, 3:30PM
 73-26 Work-Family Conflict Crossover: A Meta-Analysis, Atlantic BC, 3:30PM
 73-27 Not All Work-Family Conflicts Are Created Equal: An Episodic Analysis, Atlantic BC, 3:30PM
 73-28 Interaction of Organizational Support and Core Self-Evaluations on Work-Family Conflict, Atlantic BC, 3:30PM
 73-29 Naturally Nested Employees: A Multilevel Analysis of Workplace Family Support, Atlantic BC, 3:30PM
 73-31 Impact of Work Context and Personality on Boundary Management Styles, Atlantic BC, 3:30PM
 73-32 Work-Family Conflict in Same-Sex Couples, Atlantic BC, 3:30PM
 79 Bridging the Science-Practice Gap in Work-Life Topics, N. Hemisphere E1, 3:30PM
 262 New Within-Person Perspectives on Affect Across Work and Home, Australia 3, 10:00AM