Novel Approaches for Detecting and Preventing Applicant Faking

This symposium draws on advanced methodology and presents 4 diverse and innovative approaches to detecting and preventing applicant faking on personality tests and interviews. By presenting the performance of these approaches, the symposium provides insight on the response processes of individuals who fake. Each presentation will end with suggestions for researchers and practitioners.

Georgi P. Yankov, DDI, Chair
Tianjun Sun, University of Illinois at Urbana-Champaign, Bo Zhang, University of Illinois Urbana-Champaign, Mengyang Cao, Facebook, Fritz Drasgow, University of Illinois at Urbana-Champaign, Detecting Faking in Personality Tests

Georgi P. Yankov, DDI, Douglas H. Reynolds, DDI, Re-Examining Mixed-Model IRT for Uncovering Faking on Personality Tests

Beneditk Bill, Ulm University, Klaus G. Melchers, Ulm University, Exploring and Testing Countermeasures Against Faking in Job Interviews

Lu Zheng, Auburn University, Jinyan Fan, Auburn University, The Role of Ability to Fake and Motivation to Fake in Faking

Michael J. Zickar, Bowling Green State University, Discussant
Submitter: Georgi P. Yankov, georgi.p.yankov@gmail.com

Competency and Skill Gap Analysis: A Best Practice Incubator
Practitioners representing 5 organizations will present approaches for conducting competency or skill gap analysis, centered around 4 questions: (a) What was the research question? (b) What was measured? (c) How was it measured? and (d) How were results organized? A panel discussion will follow the presentations to identify core themes, discuss lessons learned, and engage the audience.

Philip T. Walmsley, U.S. Office of Personnel Management, Co-Chair
Kanna K. Pillion, U.S. Customs and Border Protection, Co-Chair
Robert F. Calderon, American Institutes for Research, Kyle Zachary Dobson, FMP Consulting, Conducting a Competency Assessment for the U.S. Department of Education’s Workforce

Tim McGonigle, HumRRO, Gap Analysis in Response to a New Organizational Mission
Kanna K. Pillion, U.S. Customs and Border Protection, Kathleen A. Stewart, U.S. Customs and Border Protection, Guiding Law Enforcement Careers Using Competency Gap Analysis

Peter W. Seely, Centers for Disease Control and Prevention, Brandon A. Johnson, Centers for Disease Control and Prevention, Daniel McDonald, Centers for Disease Control and Prevention, CDC Workforce 2030 Competency Gap Analysis


Robert F. Calderon, American Institutes for Research, Presenter
Tim McGonigle, HumRRO, Presenter
Peter W. Seely, Centers for Disease Control and Prevention, Presenter
Alix Autrey, U.S. Office of Personnel Management, Presenter
Submitter: Philip T. Walmsley, walmsley.phil@gmail.com

Changing Privacy Expectations in Research and Practice
In this COI, participants are invited to a discussion about recent changes in consumer/data subjects’ privacy and its implications on research and practice. Questions such as these will be addressed: How has informed consent changed in the wake of CCPA/GDPR? How can organizations incorporate data privacy without losing valuable research data? How has the management and sharing of data changed?

Jean Leslie, Center for Creative Leadership, Host
Laura N. Johnson, SHL, Host
Katharine O. Murray, American Family Insurance, Coordinator
Submitter: Katharine O. Murray, kmurray@amfam.com

Best Practices to Hire and Retain Veterans
This master class will summarize findings from the research, recommend best practices, suggest resources and materials, and offer communication strategies that business leaders and human resource executives can immediately apply to their organizations to help improve the way that their companies source, interview, hire, and retain military veterans.

Nathan D. Ainspan, Transition to Veterans Program Office, Presenter
Sheri Eiler, Walmart, Presenter
Tebrin Piquado, THE RAND Corporation, Presenter
Mark L. Potteet, Organizational Research & Solutions, Inc., Presenter
Lisa Stern, SHRM-CP/FourBlock Foundation, Presenter
Amanda Weinstein, University of Akron, Presenter
Submitter: Nathan D. Ainspan, nate@ainspan.com

It’s Not You, It’s Me: Examining I-O Psychology’s Decline in Learning and Development
Leveraging the collective expertise of the I-O psychology community, this alternative session will explore our declining involvement and lack of relevant research in L & D, even as employee L & D is rapidly transforming. Participants will be involved in focused discussions to help chart a path forward for our role as I-O psychologists in support of L & D.

Annalyn Jacob, Merck & Co., Inc., Chair
Carolyn Hill-Folouhi, Merck & Co., Inc., Presenter
Chia-Lin Ho, Ho Leadership & Talent Management Associates, Presenter
Kurt Kraiger, University of Memphis, Presenter
Victoria P. Mattingly, Mattingly Solutions, LLC, Presenter
Submitter: Annalyn Jacob, acassiej@gmail.com

Real-Life Ethical Quandaries: The Internal/External Consultant Interplay
Situations commonly arise that place external consultants (e.g., executive coach) and/or internal stakeholders (e.g., talent head) in ethical gray zones. A panel of highly experienced external and internal consultants will share real-life vignettes of complex, nuanced ethical dilemmas, analyze the pros/cons of various responses, and engage the audience by asking them to share their own examples.

Charlotte R. Gerstner, Chevron Corporation, Chair
Laura A. Finfer, Leadership Excellence Consulting, Panelist
Tom Ruddy, Becton, Dickinson and Company, Panelist
Lois M. Tamir, Leadership Excellence Consulting, Panelist
Steven E. Walker, Citizens Financial Group, Panelist
Submitter: Laura A. Finfer, laura@leadershipic.com

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Kurt Kraiger, University of Memphis, Presenter
Victoria P. Mattingly, Mattingly Solutions, LLC, Presenter
Submitter: Annalyn Jacob, acassiej@gmail.com
705. Alternative Session Type with Presenters: 8:00AM–9:20AM | JW Grand Salon 3
Got Stress? Leveraging I-O Psych to Transform Workplace Behavioral Health Approaches
National increases in stress and suicide highlight a growing need for organizations to move beyond traditional approaches to employee wellness to solutions that consider culture, leadership, policy, and prevention. Academic and industry innovators will facilitate an “incubator” session to develop an actionable blueprint for revolutionizing employee well-being research and practice.
Jessica A. Gallus, Forefront Suicide Prevention, Chair
Kristin N. Saboe, Boeing, Co-Chair
Domingo Herranz, International Association of Chiefs of Police, Presenter
Jenny Howland, The Boot Campaign, Presenter
Dianna Jaffin, Independent Consultant, Presenter
Erin Oehler, National Action Alliance for Suicide Prevention, Presenter
Submitter: Jessica A. Gallus, jessica.gallus@gmail.com

706. Alternative Session Type with multiple papers: 8:00AM–9:20AM | JW Grand Salon 4
Research Incubator: Measuring and Conceptualizing Workplace Deviance
Presenters begin with short summaries of research on emerging conceptualization and measurement issues facing workplace deviance. The discussant will then provide a summary and insights on the research that will help generate topics and questions for small-group discussion. Session concludes with all participants discussing the next phase of deviance scholarship.
Bailey A. Bigelow, University of Central Florida, Co-Chair
Nichelle C. Carpenter, University of South Carolina, Co-Chair
Jason David Kautz, University of South Carolina, Bailey A. Bigelow, University of Central Florida, Nichelle C. Carpenter, University of South Carolina, Workplace Deviance Behavior Profiles
Joel Koopman, Texas A&M University, James M. Conway, Central Connecticut State University, Nikos Dimotakis, Oklahoma State University, Bennett J. Tepper, The Ohio State University, Young Eun Lee, Texas A&M University, Steven G. Rogelberg, University of North Carolina at Charlotte, Fadel K. Matta, University of Georgia, Robert Lount, The Ohio State University, Examining the Interplay Between Counterproductive Work Behavior and Negative Affect
I-Heng Wu, University of Iowa, Eean R. Crawford, University of Iowa, Michele Williams, University of Iowa, Yu-Ching Chiao, National Chung Hsing University, Better or Worse? How Today’s Envy-Coping Behaviors Affect Tomorrow’s Envy
Young Eun Lee, Texas A&M University, Presenter
Rebecca J. Bennett, University of Central Florida, Presenter
Submitter: Bailey A. Bigelow, bailey.bigelow@ucf.edu

707. Symposium: 8:00AM–9:20AM | JW Grand Salon 5
Scale Development, Adaptation, and Other Measurement Issues in I-O Psychology
Without proper measurement, conclusions drawn from study results may be meaningless. Yet, the focus on proper measurement has decreased in recent years. The papers in this symposium highlight several measurement issues prevalent in I-O psychology and describe their effects. Best practices to address common measurement issues related to scale development and adaptation are also discussed.
Jeremy L. Schoen, University of Mississippi, Tine Koehler, University of Melbourne, Justin A. DeSimone, University of Alabama, Joseph Richard Schaefer, University of Mississippi, Distrust and Verify: Qualities of Measurement Reporting in Organizational Research
Mary Monroe Hausfeld, University of North Carolina at Charlotte, Liana Morgan Kreamer, University of North Carolina at Charlotte, Eric D. Heggestad, University of North Carolina at Charlotte, Charni Patel, University of Reading, ESM: How Do Expert Recommendations Compare to Actual Author Practices?
Kathleen R. Keeler, The Ohio State University, Sheila Keener, Old Dominion University, Zitong Sheng, Virginia Commonwealth University, Lost in Translation? A Review and Comparison of Scale Translation Practices
Wenhao Wang, Virginia Commonwealth University, Yingyi Chang, George Mason University, Jose M. Cortina, Virginia Commonwealth University, Sooyeon Kim, National University of Singapore, Performance Consistency: Development and Validation of a New Measure
Scott Tonidandel, University of North Carolina at Charlotte, Discussant
Submitter: Kathleen R. Keeler, keeler.79@osu.edu

708. Symposium: 8:00AM–9:20AM | JW Grand Salon 6
The Evolution of 360s and Practical Recommendations for Today
Over the past 30 years, the psychometric foundations of 360 assessments have evolved and a wealth of experience on best practices in 360 assessments has been accumulated. In this session 4 experts, 2 from large multinational organizations and 2 from major 360 consulting firms, share their knowledge, experiences, and views on changing trends on the use of 360 assessments in applied settings.
Ryne A. Sherman, Hogan Assessments, Co-Chair
Peter Berry, Latest Trends in 360 Assessment
Sathi Banerjee, Shell International Ltd., Suman Lam, Shell, Esther Monica Bongenaar, Shell, The Evolution of 360 Assessment at Shell: Conducting 360s at Large Scale
Allan H. Church, PepsiCo, James Scrivani, PepsiCo, Michael D. Tuller, PepsiCo, Breanna Paynter, PepsiCo, Every Day Is a Winding Road: The Evolution of 360 Feedback at PepsiCo
Submitter: Ryne A. Sherman, rynesherman46@gmail.com

709. Symposium: 8:00AM–9:20AM | JW Grand Salon 7-8
Interview Technology and AI: Effects on Applicants, Evaluators, and Adverse Impact
Five studies are presented to enhance understanding of interview technology and artificial intelligence (AI). The studies examine how interview-mediated interviews affect interview performance, and investigate effects of AI for evaluating interviews, the relation of information regarding AI and applicant reactions, and the impact of AI decision-support systems on selection tasks. (Intermediate)
Markus Langer, Universität des Saarlandes, Chair
Johannes Basch, Ulm University, Co-Chair
Johannes Basch, Ulm University, Klaus G. Melchers, Ulm University, Anja Kurz, Ulm University, Maya Krieger, Ulm University, Linda Miller, Ulm University, Performance and Fairness Differences Between FTF and Videoconference Interviews
Jerod Cody White, George Washington University, Tara S. Behrend, George Washington University, Can You Hear Me Now? The Influence of Technology Disruptions in Virtual Interviews
Joshua P. Liff, HireVue, Nathan J. Mondragon, HireVue, Adam Bradshaw, Hirevue, Automated Competency Based Structured Video Interviewing (SVI)
Manuel F. Gonzalez, Baruch College & Graduate Center, CUNY, Weiwei Liu, Aon, Lei Shirase, Aon, David L. Tomczak, George Washington University, Carmen Elisabeth Lobbe, Aon’s Assessment Solutions, Richard Justenhoven, Aon Assessment GmbH, Oke Steffen Brandt, Aon, Nico Tschöpe, Aon’s Assessment Solution, AI as an Ally: Improving Reactions to Artificial Intelligence
Markus Langer, Universität des Saarlandes, Cornelius J. König, Universität des Saarlandes, Vivien Busch, Universität des Saarlandes, The Effects of Automated Decision-Support Systems on Personnel Selection Tasks
Submitter: Markus Langer, markus.langer@uni-saarland.de

710. Alternative Session Type with Presenters: 8:00AM–9:20AM | Lone Star Salon A
Assessing and Affecting Organizational Culture Using Modern Survey Practices
The concept of culture remains pervasive in business, yet the I-O field has focused more on climate and engagement surveys. This session addresses how modern online employee surveys can be used to assess and affect culture. Experts share prepared answers to questions pertaining to conceptual and practical topics, which will be selected by the audience to create an interactive session.
Paul M. Mastrangelo, CultureIQ, Chair
Daniel R. Denison, International Institute for Management Development, Presenter
William H. Macey, CultureFactors, Inc., Presenter
Benjamin Schneider, University of Maryland/University of Southern California, Presenter
Submitter: Paul M. Mastrangelo, dcpmm@gmail.com
711. Alternative Session Type with multiple papers:
8:00AM–9:20AM Lone Star Salon B
Research Incubator: The Future of Stigma Identity Management Research
Six presenters will highlight how employees are increasingly bringing new and more complex aspects of themselves to work through their presentations on understudied perspectives of stigma identity management. Following the short presentations, the audience will join the presenters in break out groups and brainstorm the future of stigma identity management research.

Karoline Summerville, University of North Carolina, Charlotte, Enrica N. Ruggs, University of Memphis, Gerald F. Goodwin, U.S. Army Research Institute for the Behavioral and Social Sciences, Alok Bhupatkar, U.S. Secret Service, Stephen J. Zaccaro, George Mason University, Nathan J. Hiller, Florida International University, David M. Wallace, U.S. Naval Academy, Daniel Jacob Griffin, Michigan State University, Jeffrey Olenick, Michigan State University, Brennan Antone, Northwestern University, Scott Nadeau, University of California, Berkeley, Alok Bhupatkar, alokbhupatkar@gmail.com

712. Panel Discussion: 8:00AM–9:20AM Lone Star Salon C
I-O Psychology Master's Program Director Perspectives: Round 2
Master’s programs in industrial and organizational psychology are increasing in both number and diversity of program structure. Building upon last year’s SIOP session, 5 directors of diverse master’s programs in industrial and organizational psychology give their perspectives on opportunities, issues, and challenges facing their programs and how they address these.

Sylvia G. Roch, University at Albany, SUNY, Chair
Roya Ayman, Illinois Institute of Technology, Panelist
Alyssa M. Gibbons, Colorado State University, Panelist
Gregory J. Pool, St. Mary’s University, Panelist
Comila Shahani-Denning, Hofstra University, Panelist
Carol F. Shobaugh, Missouri State University, Panelist
Submitter: Sylvia G. Roch, sroch@albany.edu

713. Panel Discussion: 8:00AM–9:20AM Lone Star Salon D
Context Matters: Experiences From Building Leadership Programs in High-Stake Jobs
Several recent meta-analyses have addressed the importance of leadership contextual factors such as executive leadership engagement and alignment with organization’s mission in high-stake environments. This expert panel from academia and diverse high-stake environments focuses on contextual factors and will share their experiences in building a new leadership program.

Alok Bhupatkar, U.S. Secret Service, Chair
Gerald F. Goodwin, U.S. Army Research Institute for the Behavioral and Social Sciences, Panelist
Stephen J. Zaccaro, George Mason University, Panelist
Nathan J. Hiller, Florida International University, Panelist
David M. Wallace, U.S. Naval Academy, Panelist
Theodore L. Hayes, U.S. Department of Justice, Panelist
Submitter: Alok Bhupatkar, alokbhupatkar@gmail.com

714. Symposium: 8:00AM–9:20AM Lone Star Salon E
Moon 2024: Translating Research to Practice for Upcoming Artemis Lunar Exploration
The United States has committed to NASA landing the first woman and the next man on the Moon by 2024. I-O psychologists and other experts have been focused on preparing future space crews for the exciting missions that will help achieve this goal. In this symposium, presenters will translate their research to practice, making specific recommendations for the upcoming space quest.

Mikayla Marcinkowski, DePaul University, Chair
Suzanne T. Bell, DePaul University, Panelist
Tatem Heather Burns, DePaul University, Mikayla Marcinkowski, DePaul University, Suzanne T. Bell, DePaul University, Leslie A. DeChurch, Northwestern University, Steve W. J. Kozlowski, Michigan State University, Team Dynamics: Predicting Psychological Events Using Team Interaction Sensors
Lindsey Alvarado, Clemson, Jordan Smith, Clemson University, Michael Storm, University of Georgia, Anna V. Wolf, Clemson University, Reid DeMass, Clemson University, Ka拉丁 Bryant, Blast From the Past: Historiometry for Understanding Spaceflight Multiteam Systems
Submitter: Mikayla Marcinkowski, mmarcin3@depaul.edu

715. Symposium: 8:00AM–9:20AM Lone Star Salon F
Vocational Interests at Work: New Directions
This symposium brings together 4 presentations that extend understanding of the role and meaning of interests in work and career contexts. These contributions provide new evidence concerning the predictive validity of interests for work and career outcomes, and also illustrate advanced methods to analyze complex patterns of relationships between interests and other individual differences.

Bart Wille, Ghent University, Chair
Alexis Victoria Hanna, University of Illinois, Urbana-Champaign
James Rounds, University of Illinois at Urbana-Champaign, A Quantitative Review of Measured Interests and Career Choice
Lauren A. Collier-Spruel, Michigan State University, Christopher D. Nye, Michigan State University, Danielle M. Gardner, Michigan State University, Brent Donnellan, Michigan State University, Examining Moderator Effects on the Relationship Between Interests and Satisfaction
Kevin Hoff, University of Illinois at Urbana-Champaign, Sif Einarsdottir, University of Iceland, Chu Chu, University of Illinois at Urbana-Champaign, Daniel Briley, University of Illinois, James Rounds, University of Illinois at Urbana-Champaign, Determinants of Income and Education: A Longitudinal Study
Julian Etzel, IPN–Leibniz Institute for Science and Mathematics Education, Bart Wille, Ghent University, Filip De Fruyt, Ghent University, Gabriel Nagy, IPN–Leibniz Institute for Science and Mathematics, A Map of Interest–Personality Associations: The Latent Vocational Interest Circumplex
Rong Su, University of Iowa, Discussant
Submitter: Bart Wille, bart.wille@ugent.be

716. Panel Discussion: 8:00AM–9:20AM Lone Star Salon G
From Silver Bullets to Sound Science: Learning Agility in Theory and Practice
Given the increasing complexity and speed in global markets and the resulting pressure to identify and retain top talent, learning agility has been embraced in particular for selection and identification of high-potential individuals. This session brings together a diverse group of panelists to discuss recent research on learning agility as well as practical applications.

Julia S. Walsh, IBM, Chair
717. Panel Discussion: 8:00AM–9:20AM  Lone Star Salon H
Talent Retention in the Future of Work: How Inclusion of People of Color Is the Key
The future workplace will experience tremendous talent shortages, and leaders across industry need to take action now to prepare. Given that the inclusion of people across intersections of gender, race, and ethnicity is essential to building competitive workplaces of the future, this panel presents solutions leaders can employ to mitigate key challenges in building inclusive workplaces.
Jennifer S. Thorpe-Moscon, Catalyst, Inc., Chair
Dnya Travis, Catalyst, Inc., Panelist
Erica L. Lizano, California State University, Fullerton, Panelist
Shanna Daniels, Florida State University, Panelist
Samantha E. Erskine, Case Western Reserve University, Panelist
Submitter: Jennifer S. Thorpe-Moscon, jthorpe-moscon@catalyst.org

718. Symposium: 8:00AM–9:20AM  402-403
Well-Being of Being Well Connected: How Off-Job Technology Use Hinders Welfare
This symposium moves beyond merely examining the link between off-job technology use and employee welfare to explicate theoretical mechanisms and explanations for why this relationship occurs. Using multilevel modeling techniques, these papers identify within-person processes by which off-job technology influences the work-nonwork interface, with implications for employees and firms alike.
Tanya Mitropoulos, Virginia Tech, Co-Chair
Marcus M. Butts, Southern Methodist University, Co-Chair
Molly Eleanor Minnen, Virginia Tech, Tanya Mitropoulos, Virginia Tech, Alexa K. Rosenblatt, Furman University, Charles C. Calwooden, Virginia Tech, The Incandescent Inbox: After-Hours Email, Rumination, and Next Morning Well-Being
Marcus M. Butts, Southern Methodist University, Wendy R. Boswell, Texas A&M University, Allison S. Gabriel, University of Arizona, Christopher C. Rosen, University of Arkansas, Tethered Together: Off-Job Electronic Communication Fallout in Dual-Earner Couples
Lucille S. Headrick, University of Illinois at Urbana-Champaign, YoungAh Park, University of Illinois at Urbana-Champaign, Work-Related Communications During Nonwork Time: Antecedents and Outcomes in Teachers
Kristen M. Shockley, University of Georgia, Discussant
Submitter: Tanya Mitropoulos, tmtrip@vt.edu

719. Poster: 8:30AM–9:20AM  Board 1
Universalism, Immigration Attitudes, and Trust: Implications for Leadership Practice
The relationship among universalism value, immigration attitude, and level of trust was examined in the sample. Universalism value and level of trust relationship was fully conditioned by immigration attitudes.
Sarah Miller, Texas A&M University, Kelly Dray, Texas A&M University, Sarah Miller, Texas A&M University, Cassandra Petmesy, Rice University, Isaac E. Sabat, Texas A&M University
Submitter: Sin-Ning Cindy Liu, sinning.cindy.liu@tamu.edu

720. Poster: 8:30AM–9:20AM  Board 2
How Global Leaders Resolve Intercultural Conflicts? Evidence Using Intercultural SJTs
Authors examine how global elites resolve intercultural conflicts. In Study 1, verbal protocol analysis of 80 conflict episodes reveal 2 foci in leaders’ attention: managing emotional ambience and resolving conflict.
725. Poster: 8:30AM–9:20AM  Board 7
Performance in the Eye of the Beholder: A Global Study Across 64 Countries
This study built on Hofstede’s model of culture and uncovered masculinity as a moderator influencing managers’ perceptions of employee performance. Data from 64 countries revealed that although maintaining composure and driving for results are both desirable competencies in predicting employees’ overall performance, countries with a low masculinity score value these 2 competencies more.
Weimei Liu, Aon
Manuel F. Gonzalez, Baruch College & Graduate Center, CUNY
Lei Shirase, Aon
Submitter: Weimei Liu, vivian_water@msn.com

726. Poster: 8:30AM–9:20AM  Board 8
How Can Organizations Help Repatriates? Provide the Right Tasks
To best utilize repatriates, organizations should place them in jobs that require creativity, the aptitude to see new business opportunities, the need to adapt to change, and the responsibility to manage a diverse workforce. Also, organizations need to be aware that how they treat repatriates will also have an effect on potential expatriates.
Samuel Matthews, University of Northern Iowa
Thomas Kelemen, University of Oklahoma
Submitter: Thomas Kelemen, thomas.kelemen@ou.edu

727. Poster: 8:30AM–9:20AM  Board 9
Escape From Neoliberalism: The Unfortunate Capitalists’ Desire for Authoritarianism
Authors examined the social and psychological conditions that affect people’s support for authoritarianism. Results from a cross-cultural survey spanning several years showed that as predicted, neoliberalism heightens support for authoritarianism for people experiencing poverty. An experiment showed that vulnerability mediated this effect. Implications for organizations are discussed.
Jasper Neerdaels, Kühne Logistics University
Christian Tröster, Kühne Logistics University
Niels Van Quaquebeke, Kühne Logistics University
Submitter: Jasper Neerdaels, jasper.neerdaels@the-klu.org

728. Poster: 8:30AM–9:20AM  Board 10
Shouldn’t You Sound American by Now? The Negative Work Experiences of U.S. Immigrants
Authors examined the indirect effects of immigrant employees’ accent and US tenure on workplace outcomes through workplace incivility. Findings confirmed that immigrants with more foreign accents who have lived in the US for longer are most vulnerable to experiencing incivility, which then impacts vital work and well-being outcomes."
Cassandra Pethmsiy, Rice University
Sin-Ning Cindy Liu, Texas A&M University
Yimin He, Texas A&M University
Isaac E. Sabat, Texas A&M University
Submitter: Cassandra Pethmsiy, cp38@rice.edu

729. Poster: 8:30AM–9:20AM  Board 11
Workplace Bullying and Harassment: Effects on Absenteeism
The effects of workplace bullying on absenteeism were investigated in a multinational context. Job satisfaction, overall well-being, physical health, and sleep problems partially mediated relationships between bullying and absenteeism. Nation-level power distance and humane orientation moderated effects of bullying on several key outcomes.
Simona Spiridon, San Diego State University
Kate Hattrup, San Diego State University
Submitter: Simona Spiridon, simonaespiridon@gmail.com

730. Poster: 8:30AM–9:20AM  Board 12
Impacts of Cross-Cultural Management Training on Cultural Intelligence
Authors examine the impact of cross-cultural management (CCM) training on 4 facets of cultural intelligence (CQ)—metacognitive, cognitive, motivational, and behavioral—and their intercorrelations. Results show that CCM training effectively improves each CQ factor and increase the interconnections among them. Implications regarding the effect of CCM training on CQ are discussed.
Yuyang Zhou, Florida International University
Chen Wang, Florida International University
Kowoon Kim, Dongguk University
Ajay R. Ponnappali, Florida International University
Mary Ann Von Glisow, Florida International University
Submitter: Yuyang Zhou, yzhou030@fiu.edu

731. Poster: 8:30AM–9:20AM  Board 13
Best-Practice Recommendations for Using MTurk in I-O Psychology Research
Authors conducted a comprehensive and multidisciplinary review of Amazon’s Mechanical Turk (MTurk). Major threats to the validity of research using MTurk were identified and solutions provided for addressing each. Review of 108 manuscripts resulted in 10 actionable best-practice recommendations for improving the quality and transparency of future MTurk research.
Herman Aguinis, George Washington University
Isabel Villamor, George Washington University
Ravi S. Ramani, Purdue University Northwest
Submitter: Isabel Villamor, ivillamor@gwmail.gwu.edu

732. Poster: 8:30AM–9:20AM  Board 14
Development and Validation of a Personality-Based Measure of General Employability
This research operationalizes a 3-dimensional model of general employability. The model focuses on the broad personality domains of rewarding, able, and willing. Authors discuss the methods used to create scales for the general employability model, the psychometric properties and construct validity of those scales, and relationships to job performance.
Michael Boudreaux, Hogan Assessments
Brandon Ferrell, Hogan Assessments
Submitter: Michael Boudreaux, mboudreaux@hoganassessments.com

733. Poster: 8:30AM–9:20AM  Board 15
MTurk in Action: Problems With Repeated Participation, Dishonesty, and Response Time
Authors revealed that repeated participation, dishonesty, and unrealistic response time could result in problematic data from MTurk. They followed recommendations from previous researchers to prevent problems yet still ended up with a problematic dataset. They used the problematic data to demonstrate its effects on preliminary analyses such as reliability coefficients and standard deviations.
Chieh-Chen Bowen, Cleveland State University
Brent Anthony Stevenor, Bowling Green State University
Sierra Davidson, Western Reserve Area Agency on Aging
Submitter: Brent Anthony Stevenor, basteve@bgsu.edu

734. Poster: 8:30AM–9:20AM  Board 16
HARKing
The primary criteria for good scientific writing are accuracy and clarity (Darley, 2002). However, what practices lead to clear understandings of reports of scientific findings are not always clear. One issue relates to the practice of HARKing (Hypothesizing After the Results are Known). Two studies assess whether bias can emerge as a function of whether HARKing is employed.
LeVonte Brooks, Ohio University
Jeffrey B. Vancouver, Ohio University
Submitter: LeVonte Brooks, lb051616@ohio.edu

735. Poster: 8:30AM–9:50AM  Board 17
A Next Generation Social Science Study of Group Motivation to Innovate
This research demonstrates next generation social science methods aimed to address methodological concerns in social science research (e.g., incoherency; failed reproducibility, replicability, and generalizability). Several methodological advances were instituted in an experiment on group motivation to innovate under competition and uncertainty using a synchronous multiplayer online game platform.
Pablo Diego-Rosell, Gallup
Ellyn Charlotte Maese, Gallup
Soﬁa Pinoer Kluch, Gallup
Grant Thomas Buckles, Gallup
Submitter: Pablo Diego-Rosell, pablo_diego-rosell@gallup.com
736. Poster: 8:30AM–9:20AM  Board 18
Why Do You Actually Want to Quit? Exploring Expressed Satisfaction and Turnover Intent
This work explores potential discrepancies between job satisfaction and turnover intention data, and examines if qualitative or quantitative item formatting can affect participant responses. Data from a healthcare organization demonstrate that the relationship between job satisfaction and turnover intentions is dependent on how the item is formatted, either qualitatively and quantitatively.
Christina N. Falcon, University of South Florida
Benjamin S. Listyg, University of Georgia
Submitter: Christina N. Falcon, cbarnett1@mail.usf.edu

737. Poster: 8:30AM–9:20AM  Board 19
Inattentiveness on Cognitive Tests: Comparing IER and Person-Fit Metrics
Survey researchers often try to identify inattentive participants by calculating insufficient effort response (IER) indices and examining the traits associated with IER. Authors extend this research to cognitive assessments, examining the convergence between IER indices typically applied to surveys and person-fit statistics traditionally applied to educational assessments.
Julia Golubovich, Indeed
Christopher J. Lake, Kansas State University
Submitter: Julia Golubovich, jgolubovich@gmail.com

738. Poster: 8:30AM–9:20AM  Board 20
Systematic Literature Searches: A Review, Evaluation, and Recommendations
The literature search process is a crucial step in systematic reviews, yet little in the way of best practices exist for study identification in I-O psychology and management. To this end, authors reviewed search protocols used in recent systematic reviews published in top journals and evaluated the comprehensiveness of commonly searched databases by carrying out an original meta-analysis.
Michael B. Harari, Florida Atlantic University
Heather Parola, University of Evansville
Christopher J. Hartwell, Utah State University
Amy Riegelman, University of Minnesota
Submitter: Michael B. Harari, mharari@fau.edu

739. Poster: 8:30AM–9:20AM  Board 21
Comparing Dichotomous and Polytomous Items Using Item Response Trees
This study compared dichotomous and polytomous items using item response trees. It was found that models based on dichotomous items explained similar amounts of variance in careless responding. In addition, scores from the dichotomous models related closer to the trait-level variance from the IR tree model.
Daniel Jenkins, Wright State University
David M. LaHuis, Wright State University
Tyler Ryan, Wright State University
Submitter: Daniel Jenkins, jenkins.257@wright.edu

740. Poster: 8:30AM–9:20AM  Board 22
The Utility of Penalized Regression in Model Creation
The session will provide an overview of penalized regression at an intermediate level and will go into detail on 3 specific penalized regression techniques. Specifically, how application of these techniques can be applied to create more parsimonious models in cases where traditional linear regression would be used will be discussed and displayed through analyses on simulated data.
Merrill Levitt, University of Minnesota
Submitter: Merrill Levitt, merrilllevitt@gmail.com

741. Poster: 8:30AM–9:20AM  Board 23
A Short Primer on Conducting Longitudinal Studies With Amazon's Mechanical Turk and R
This paper introduces a method for conducting longitudinal studies in MTurk using the R package “MTurkR.” This paper explains how using the MTurkR package alleviates some of the challenges related to conducting longitudinal MTurk studies. A brief primer on conducting longitudinal studies using MTurkR, including a link to supplemental slides, is described.
Sin-Ning Cindy Liu, Texas A&M University
Anjelica Marie Mendoza, Texas A&M University
Mindy E. Bergman, Texas A&M University
Submitter: Sin-Ning Cindy Liu, sinning.cindy.liu@tamu.edu

742. Poster: 8:30AM–9:20AM  Board 24
A Comparison of Four Methods to Analyze Case Law: Performance Appraisal as an Example
This paper compares 4 methods for gleaning data from case law: mixed-method coding, conventional content analysis, grounded theory, and natural language processing. Overviews of each method are provided, using 5 cases that involve performance appraisals. Results from each method are provided and compared. Suggestions for when each method should be used are provided.
Anjelica Marie Mendoza, Texas A&M University
Sin-Ning Cindy Liu, Texas A&M University
Stephanie C. Payne, Texas A&M University
Sierra René Stryker, Texas A&M University
Seth Poisley, Texas A&M University
Submitter: Anjelica Marie Mendoza, amm19@email.tamu.edu

743. Poster: 8:30AM–9:20AM  Board 25
To Check or Not to Check?: Attention Checks and MTurker Attitudes and Behavior
With the increased use of MTurkers as convenience samples, and continued use of attention checks (ACQs), researchers must understand how MTurkers react to ACQs. Authors investigated how different quantities and types of ACQs impact MTurker reactions. Whether ACQs were used or not did not influence the examined reactions. However, characteristics of the ACQs (type and number) made a difference.
Alessa Natale, The Graduate Center CUNY & Baruch College
Kajal Rajan Patel, The Graduate Center and Baruch College, CUNY
Charles A. Scherbaum, Baruch College & The Graduate Center, CUNY
Alexandra Tuominia, The Chemistry Group
Submitter: Alessa Natale, anatale@gradcenter.cuny.edu

744. Poster: 8:30AM–9:20AM  Board 26
Moderation Testing in Organizational Research: Effect Sizes for Testing Interactions
In a series of computer simulations, authors introduce a new set of effect sizes, dMod_Signed and dMod_Unsigned, for the estimation and interpretation of continuous moderation effects. Authors establish guidelines for their interpretation and argue for their improvement in stability and interpretation, as well as their ability to identify meaningful interactions over traditional approaches.
Jeffrey Olenick, Michigan State University
Christopher D. Nye, Michigan State University
Submitter: Jeffrey Olenick, olenickj@msu.edu

745. Poster: 8:30AM–9:20AM  Board 27
Examining the Impact of Survey Identification on Response Behavior
Authors examined the impact of identified surveys on employee response behavior with data from 530 survey administrations. Employees completing validated surveys had more favorable ratings across items than those who took nonidentified surveys. Sensitive items had more favorable ratings than nonsensitive, but effects were small. This study is for an intermediate audience.
Justina M. Oliveira, Southern New Hampshire University
Peter J. Rutigliano, Mercer | Sirota
Charles A. Scherbaum, Baruch College & The Graduate Center, CUNY
Lise M. Saari, New York University/CUNY Baruch College
Submitter: Justina M. Oliveira, j.oleireir@snhu.edu

746. Poster: 8:30AM–9:20AM  Board 28
What Do These People Do? Demographics and Occupational Features of MTurk
Comparing the workforce demographics of 3 MTurk samples to the U.S. labor force, differences suggest that white-collar professions are overrepresented. Other trends mirror prior research. Uniquely, in examining the occupational features that sampled, substantial variation in key variables (e.g., dealing with unpleasant or angry people, social skills) is found.
2020 SIOP Conference | SATURDAY AM | Austin, TX

Colin Lee Omori, Louisiana Tech University
Kathryn Daigle, Independent Contractor
Christopher M. Castille, Nicholls State University
Submitter: Colin Lee Omori, cloatex@gmail.com

747. Poster: 8:30AM-9:20AM  Board 29
Building Representative Norms via Poststratification Weighting

Authors propose an alternative approach to norms development: building via poststratification weighting. This approach is evaluated against “population” values via controlled simulation. Results demonstrate that poststratification weighting is effective in situations where samples are not proportionally representative of populations but potentially harmful if samples are reasonably representative.

Yang Yang, China Select
John Kulas, Montclair State University
Michael L. Morris, The Myers-Briggs Company
Submitter: John Kulas, kulasj@montclair.edu

748. Poster: 8:30AM-9:20AM  Board 30
Planned Missingness: How to and How Much?

Planned missingness can be implemented for survey studies to reduce respondent fatigue. In this simulation study using a large sample of Big 5 personality data, findings show that large sample sizes and low to moderate levels of missingness can help to maximize the effectiveness of full information maximum likelihood estimation in testing missing data in planned missingness survey designs.

Charlene Zhang, University of Minnesota
Martin C. Yu, HumRRO
Submitter: Martin C. Yu, myu@humrro.org

749. Symposium: 10:00AM–11:20AM  201-202
Got a Bad Reputation: Better Understanding Socially Undesirable Emotions

Four papers examine a variety of socially undesirable emotions at work (i.e., schadenfreude, anxiety, anger, envy, and contempt). Each paper studies predictors, processes, and/or outcomes of undesirable emotions in different organizational contexts. This symposium contributes to the literature an understanding of undesirable emotions and offers practical advice for managing these emotions at work.

Yochi Cohen-Charash, Baruch College & the Graduate Center, Chair
Paige R. Alenick, The Graduate Center & Baruch College, CUNY, Co-Chair
Katlin Ann Busse, The Graduate Center/Baruch College, Co-Chair
Soohyun (Ashley) Lee, The Graduate Center & Baruch College, CUNY, Co-Chair
Kim S. Johnson, University of South Florida, Paul E. Spector, University of South Florida, Tania A. Pelonero, University of South Florida, A Qualitative Investigation Into Experiences of Schadenfreude in the Workplace

Carol Mindy Wong, George Mason University, Olivia M. Pagan, George Mason University, Lydia Craig, George Mason University, Jill Bradley-Geist, University of Colorado, Colorado Springs, Seth A. Kaplan, George Mason University, Gregory A. Ruark, U.S. Army Research Institute, Newcomers’ Emotions During Organizational Entry

Manuel F. Gonzalez, Baruch College & Graduate Center, CUNY, Paige R. Alenick, The Graduate Center & Baruch College, CUNY, Elliott C. Larson, Siena Consulting, Yochi Cohen-Charash, Baruch College & the Graduate Center, “I Deserve This!” How Self- and Other-Deservingness Affects Reactions to Envy
Maria Hamdani, University of Akron, Sorin Valcea, Cleveland State University, James M. Diefendorf, University of Akron, Debamalya Mukherjee, University of Akron, Workplace Contempt: Nature, Regulation, and Outcomes
Alicia A. Grandey, Pennsylvania State University, Discussant
Submitter: Katlin Ann Busse, kaitlinabusse@gmail.com

750. Panel Discussion: 10:00AM–11:20AM  203-204
Bolstering Inclusion: Why Difficult Conversations and Storytelling Matter

As dialogue about diversity and diversity management has increased so has discourse on workplace inclusion, which goes beyond demographic diversity and focuses instead on the degree to which an employee feels and is included in critical organizational processes. Leaders must focus on both having difficult conversations and using storytelling to better understand the unique employee experiences.

Colin Lee Omori, Louisiana Tech University
Kathryn Daigle, Independent Contractor
Christopher M. Castille, Nicholls State University
Submitter: Colin Lee Omori, cloatex@gmail.com

Julie S. Nugent, Catalyst, Chair
Erica L. Lizano, California State University, Fullerton, Panelist
Ethan R. Burris, University of Texas at Austin, Panelist
Emily Shaffer, Panelist
Submitter: Julie S. Nugent, julie2215@hotmail.com

751. Symposium: 10:00AM–11:20AM  402-403
Relational Aspects in Human Resource Management
Managing human resources increasingly occurs as part of managers’ daily tasks and unfolds in their interpersonal interactions with employees. This symposium brings together contributions that look at the relationship between managers and employees in the enactment of formal and informal HR practices.

Silvia Dello Russo, Toulouse Business School, Co-Chair
Mariella Miraglia, University of Liverpool, Co-Chair
Nicholas Ronald Clarke, Loughborough Business School, Mutual Respect Between Line Managers and Their Employees
Paata Brekashvili, Caucasus University, Tanja R. Darden, Towson University, Lisa Schurer Lambert, Oklahoma State University, Ryan Currie, Abraham Baldwin Agricultural College, Greg F. Hardt, Xavier University, How Promised and Actual Contributions Affect Managers’ Satisfaction With Subordinates
Johannes M. K raw, Toulouse Business School, Yannick Griep, Vrije Universiteit Brussel, Samantha D. Hansen, University of Toronto, Reactions to Psycho- logical Contract Breach: Buffering Effects of Friendly Customers
Payal Kumar, BML Munjal University, Manish Singhal, XLRI-Xavier School of Management, Indrajit Mukherjee, XLRI-Xavier School of Management, D. Israel, XLRI-Xavier School of Management, Stacy Blake-Beard, Simmons University, Leader-Follower Personality Incongruence and Negative Mentoring Outcomes
Silvia Dello Russo, Toulouse Business School, Mariella Miraglia, University of Liverpool, A Meta-Analysis of Supervisory Feedback Content and Delivery on Employee Responses
Submitter: Silvia Dello Russo, s.dellorusso@lbs-education.fr

752. Community of Interest: 10:00AM–10:50AM  408-409
Combating Change Fatigue in Organizations
In this COI, the group will discuss how to equip employees to navigate uncertainty and maintain resilience, engagement, and performance during periods of organizational transformations, including how employees can effectively articulate the strains of constant change back to leadership. Participants are encouraged to share their own experiences, research, and ideas.

Robin R. Cohen, Johnson & Johnson, Host
Amy E. Crook, Belmont University, Host
Eileen C. Toomey, Johnson & Johnson, Coordinator
Submitter: Eileen C. Toomey, eileen.toomey@jnj.com

753. Symposium: 10:00AM–11:20AM  502-503
New Directions in Workplace Relationships Research
Interpersonal relationships have been related to performance and occupational health outcomes, but examination of the variety and impact of interpersonal relationships has been limited. This symposium highlights 5 papers that intend to expand understanding of interpersonal relationships through examination of novel relationship types, boundary conditions, and social support outcomes.

Joseph Regina, University of Southern Florida, Co-Chair
Tammy D. Allen, University of Southern Florida, Co-Chair
Joseph Regina, University of Southern Florida, Tammy D. Allen, University of South Florida, Rachael Hope Pyram, Shayla Rianne Bianchi, University of South Florida, The Timeline and Turning Points of Workplace Rivalry Relationships
Lillian T. Eby, University of Georgia, Melissa M. Robertson, University of Georgia, David B. Facteau, University of Georgia, Mindful Mentoring: A New Direction in Mentoring Research
Christine R. Smith, Morgan Stanley, C. Malik Boykin, Brown University, Kristen M. Shockley, University of Georgia, The Role of Self-Disclosure in Improving Workplace Cross-Race Mentoring Outcomes
Lebena S. Varghese, Rice University, Lisa Finkelstein, Northern Illinois University, An Investigation of Self-Efficacy Crossover Between Mentors and Protégés
Elizabeth Stillwell, University of Minnesota, Michelle K. Duffy, University of Minnesota, The Role of Coworkers in Work Outcomes of Grieving Employees
Submitter: Joseph Regina, josephregina@jnj.com
Computational modeling is a technique capable of generating dynamic theory and conducting virtual experiments to understand organizational dynamics. This session focuses on how to get started using computational models in research. Topics include the purpose of computational modeling, choosing a modeling technique, computer coding, useful resources, and how to begin to model phenomena of interest.

Michael T. Braun, DePaul University, Chair
Jeffrey Olenick, Michigan State University, Co-Chair
James A. Grand, University of Maryland, Panelist
Goran Kuljarin, DePaul University, Panelist
Justin M. Weinhardt, University of Calgary, Panelist
Le Zhou, University of Minnesota, Panelist

Submitter: Michael T. Braun, mbraun4@depaul.edu

755. Symposium: 10:00AM–11:20AM J W Grand Salon 1
From the Workplace to Well-Being: Exploring the Intersection Between Work and Health
This symposium presents 5 studies that cover a broad array of health and well-being topics relevant to both employees and employers. These studies examine occupational health psychology (OHP) topics, such as grief, psychological distress, sleep, nutrition, perfectionism, work stressors, and burnout, while capturing data from employees in at least 3 different countries.

Jennifer K. Dimoff, University of Ottawa, Co-Chair
Timothy Oxendahl, Portland State University, Co-Chair
Jennifer K. Dimoff, University of Ottawa, Stephanie L. Gillies, Cape Breton University, Jane Mullen, Mount Allison University, Taegon McPhee, Cape Breton University, Grief at Work: Employee Experiences in the Workplace After a Significant Loss
Erica L. Carleton, University of Saskatchewan, Wren Montgomery, University of Western Ontario, Amy Akers, Deloitte Canada, Nick Turner, University of Calgary, Preventative Health Behaviors, JD-R, and General Health: A 10-Year Longitudinal Study
Cheryl Gray, University of South Florida, Giving It Your All: Development of a Workplace Self-Sacrifice Scale
Michele W. Gazica, Embry-Riddle Aeronautical University, Samantha Powers, Howard University, Stacey R. Kessler, Kennesaw State University, Striving to Achieve at the Expense of One’s Health: A Longitudinal Study
Stefanie Fox, Portland State University, Jessie Fengmin Zhen, Portland State University, Anthony Duy Nguyen, Portland State University, Liu-Qin Yang, Portland State University, Zhi Zang, Hunan University, LMX and SES: Relational and Physical Resources to Reduce Employee Burnout
Submitter: Jennifer K. Dimoff, jdimoff@pdx.edu

756. Symposium: 10:00AM–11:20AM J W Grand Salon 2
Multi-Objective Optimization in the Workplace: Addressing Adverse Impact in Selection
Many workplace decisions require balancing among objectives. For example, when hiring, practitioners may face a trade off between maximizing job performance and enhancing organizational diversity; there is seldom a single, best way to achieve both objectives. Authors present advances in tools/techniques to help organizations make such decisions effectively, and discuss their implications.

Q. Chelsea Song, Purdue University, Co-Chair
Serena Wee, University of Western Australia, Co-Chair
Christopher M. Allred, North Carolina State University, Adam W. Meade, North Carolina State University, Applying Ant Colony Optimization to the Adverse Impact Problem
Jeffrey A. Dahlke, HumRRO, Implications of Validity–Diversity Pareto Trade Offs for Differential Prediction
Q. Chelsea Song, Purdue University, Chen Tang, University of Illinois at Urbana-Champaign, Adverse Impact Reduction for Multiple Subgroups: A Pareto-Optimization Approach
Chen Tang, University of Illinois at Urbana-Champaign, D. Scott Newman, University of Illinois at Urbana-Champaign, Q. Chelsea Song, Purdue University, Addressing Diversity–Validity Trade Offs via Orthogonalized Criteria Weighting
Scott B. Moris, Illinois Institute of Technology, Discussant
Submitter: Q. Chelsea Song, qcsong@purdue.edu

757. Alternative Session Type with multiple papers: 10:00AM–11:20AM J W Grand Salon 3
Machine Teaching: The State of the Art and Science of Rating Unstructured Data
Bringing the latest AI innovations from the best in the field of AI to the field, 3 presentations will demonstrate how to scale the power of machine learning through (a) programming of meaningful ratings, (b) selecting the most informative data, and (c) going beyond a Likert scale. These innovations are the future of the field and will be discussed by a panel of discussants.

Derek L. Mracek, Lambda School, Co-Chair
Isaac Benjamin Thompson, Modern Hire, Co-Chair
Tyler J. Slezek, Modern Hire, Yizhen Egyn Zhi, North Carolina State University, Marc Cubruch, Modern Hire, Programmatically Rating the Sentiment of an Open-Ended Candidate Experience Response
Joshua S. Andrews, Modern Hire, Michael Geden, North Carolina State University, Jamie Strong, Modern Hire, Putting the Computer in the Loop: Applying Active Machine Learning
Joshua S. Andrews, Modern Hire, Presenter
Tyler J. Slezek, Modern Hire, Presenter
Farshad Koohifar, Modern Hire, Presenter
Elizabeth A. McCune, Microsoft, Presenter
Adam W. Meade, North Carolina State University, Presenter
Stephen Stark, University of South Florida, Presenter
Submitter: Derek L. Mracek, dmracek23@gmail.com

758. Alternative Session Type with Presenters: 10:00AM–11:20AM J W Grand Salon 4
Neurofeedback Training in Leadership Development: An Interactive Ideas Incubator
This presentation delivers an interactive session exploring the combination of organizational and neuropsychology in developing leadership skills. The session involves an introduction to emotions in the workplace, followed by our neuro-feedback training research, its application, and an interactive ideas incubator. Participants will learn from presenters and peers in this lively and unique format.

Neal M. Ashkanasy, University of Queensland, Chair
Justin Bown, Pinnacle Group Australia, Presenter
Trevor Brown, neuroCare Group, Presenter
Submitter: Justin Bown, justin@pinnacle-group.com.au

759. Symposium: 10:00AM-11:20AM J W Grand Salon 5
Allynship: What Works and What Doesn't
This session presents research toward the integrated understanding of ally effectiveness and ineffectiveness. Using a variety of methods (evaluation of critical incidents, experiments, scale development), the papers in this session aim to understand when, how, and why allies may be successful in supporting underrepresented and stigmatized workers.

Danielle M. Gardner, Michigan State University, Co-Chair
Ann Marie Ryan, Michigan State University, Co-Chair
Isabel Maria Blotta, Rice University, Abigail R. Corrington, Rice University, Eden B. King, Rice University, Michelle (Mikki) Hebl, Rice University, Scott Tondedel, University of North Carolina at Charlotte, The Presence and Role of Allies for Minority Undergraduate Students in STEM
Megan Sneyink, Portland State University, Larry R. Martinez, Portland State University, Kelly Hamilton, Portland State University, Nicholas A. Smith, Oregon Health & Science University, Support and Advocacy as Ally Behaviors: The Creation and Validation of a Scale
Danielle M. Gardner, Michigan State University, Ann Marie Ryan, Michigan State University, What’s In It For You? The Role of Perceived Self-Interest in Diversity Promotion
Rachel Trump-Steele, Rice University, Michelle (Mikki) Hebl, Rice University, Abigail R. Corrington, Rice University, Male Allies and Gender Equity: Exploring the Explanatory Mechanisms
Lauren A. Collier-Spruel, Michigan State University, Ann Marie Ryan, Michigan State University, Are All Allies Good? An Investigation of Ineffective Ally Behaviors
Ellen E. Kossek, Purdue University, Discussant
Submitter: Danielle M. Gardner, gardnm33@msu.edu
760. Panel Discussion: 10:00AM-11:20AM   J W Grand Salon 6
Is Diversity Possible When the Human Is Removed From HR?
A Multidisciplinary Panel
With the influx of technology in the workplace, it can feel as if the human is being removed from HR. This panel intends to discuss how diversity and inclusion looks with both technology-driven strategies and human-driven, including discussions of talent management, AI and technology, and how to create a blended human-technology approach to diversity.
Sarah Schaible, North Carolina State University, Co-Chair
Scott A. Davies, PointLeader Predictive Analytics, Inc., Co-Chair
Niambi M. Powell, Ford Motor Company, Panelist
David Laboy, Blue Cross Blue Shield, Panelist
Hilke Schellmann, Wall Street Journal, Panelist
Sam J. Wilgus, Clarkston Consulting, Panelist
Submitter: Sarah Schaible, sschaib@ncsu.edu

761. Alternative Session Type with Presenters:
10:00AM-11:20AM   J W Grand Salon 7-8
Talent Hackathon: Crowdsourcing Solutions for Fickle Organizational Issues
Many I-O practitioners face similar challenges within their organizations. Through audience participation, this alternative session will crowdsource solutions to pressing organizational issues. Senior HR Leaders from 6 companies will present an issue they are experiencing and then lead roundtable solutioning discussions. Each table will share their solutions to close out the session.
Brittany J. Marcus-Blank, Johnson & Johnson, Co-Chair
Richard J. Chambers, II, General Mills, Co-Chair
Pamela Congemi, Medtronic, Presenter
Erica I. Desrosiers, Johnson and Johnson, Presenter
Matthew Dreyer, Prudential Financial, Presenter
Hannah J. Foldes, General Mills, Presenter
Laura Mattmore, Procter & Gamble, Presenter
Karen B. Paul, JM, Presenter
Hamilton Ray, Collective Next, Presenter
Submitter: Brittany J. Marcus-Blank, bmarcusb@its.jnj.com

762. Special Event: 10:00AM-11:20AM   Lone Star Salon A
SIOP Select: Distinguished Professional Contributions Award Winners
Every year, SIOP honors individuals who have developed, refined, and implemented practices, procedures, and methods that have had a major, demonstrable impact on people at work, organizations, and the practice of I-O psychology. Join us for a captivating and insightful talk on lessons learned from top practitioners in the field.
David P. Baker, IMPAQ International, Presenter
Eduardo Salas, Rice University, Presenter
John C. Scott, APTMetrics, Presenter
Submitter: Tyree D. Mitchell, tyreedmitchell@aol.com

763. Alternative Session Type with multiple papers:
10:00AM-11:20AM   Lone Star Salon B
Novel or Underutilized Research Techniques: A Research Incubator
Authors present and demonstrate a variety of research methods and techniques including the use of web scraping, eye tracking, virtual reality, and lab-based escape room to highlight emerging, novel, and/or underutilized designs. Participants will work in breakout groups to discuss how these methods could be applied to their own research then share these ideas.
Shanique G. Brown, Wayne State University, Chair
Georgia LaMarre, Wayne State University, Co-Chair
Jessica Zaleski, Wayne State University, Co-Chair
Vivian P. Chou, Baruch College & Graduate Center, CUNY, Eye Tracking and Cognitive Pupillometry as Research Tools
Sebastian Marin, University of Minnesota, Sahar Aseeri, University of Minnesota Twin Cities, Evan Suma Rosenberg, University of Minnesota Twin Cities, Richard N. Landers, University of Minnesota, Virtual Reality as a Method for I-O Psychology
Elizabeth M. Short, QCHI, Nathan Weidner, University of Toledo, Web Scraping

764. Alternative Session Type with multiple papers:
10:00AM-11:20AM   Lone Star Salon C
The Rise of the Servant Leader
Servant leaders put the interests of their employees and the organization ahead of their own, in contrast to traditional views of leaders as seeking power, status, and control over others. In this unique session, 5 panelists will first present on their research and/or consulting experiences in the area of servant leadership, followed by a panel discussion with heavy audience interaction.
Jeff W. Johnson, SHL, Chair
Corina Rice, PSI Services LLC, Driving Servant Leadership in a Retail Organization
Dante P. Myers, BlackRock, Debra A. Major, Old Dominion University, Seterra D. Burleson, Old Dominion University, A Servant Leadership Model Test: Follower Trust and Prosocial Identity as Mediators
Jeff W. Johnson, SHL, A Context-Based Approach to Understanding the Impact of Servant Leaders
Jared D. Lock, The JDL Group, Driving A Servant Leadership Culture
Scott Minnix, Los Angeles County Internal Services Department, Living the Servant Leader Role
Submitter: Jeff W. Johnson, jeff.johnson@shl.com

765. Symposium: 10:00AM-11:20AM   Lone Star Salon D
When and Why Does Emotion Regulation Occur? A Within-Person Perspective
Across 4 studies adopting a within-person perspective, this symposium aims to examine when and why emotion regulation occurs at work. Largely focusing on factors necessitating emotional labor, these studies examine unique predictors for employees’ emotion regulation including employees’ home lives, resource availability, customer mistreatment, and venting at work.
Allison S. Gabriel, University of Arizona, Co-Chair
Nikhil Awasty, Michigan State University, Co-Chair
Nikhil Awasty, Michigan State University, Shuqi Li, Michigan State University, Brent A. Scott, Michigan State University, A Daily Investigation of Work-Family Antecedents of Emotional Labor
Gordon M. Sayre, Pennsylvania State University, Nai-Wei Chi, National Sun Yat-sen University, Taiwan, Alicia A. Grandey, Pennsylvania State University, Emotional Labor Strategies: Daily Resource Investment, Returns, and Recovery
Megan T. Nolan, West Chester University of Pennsylvania, James M. Diedendorf, University of Akron, Daniel J. Kranitz, University of Akron, John P. Trougakos, University of Toronto, Dissecting Surface Acting: Distinguishing Faking From Suppression
Allison S. Gabriel, University of Arizona, Christopher C. Rosen, University of Arkansas, Young Eun Lee, Texas A&M University, Joel Koopman, Texas A&M University, Jonathan Evans, University of Arizona, Russell E. Johnson, Michigan State University, The Social Consequences of Venting at Work: A Dynamic Perspective
Daniel J. Beal, Virginia Tech, Discussant
Submitter: Allisson S. Gabriel, asgabriel@email.arizona.edu

766. Symposium: 10:00AM-11:20AM   Lone Star Salon E
Advancing the #MeToo Agenda: Sexism in the Workplace
This symposium examines sexism in the workplace from perspectives of the perpetrator, the target, and as an observer. Specifically, authors explore how perpetrators with internalized sexism act on bias during job interviews or use their power for sex harassment, how targets of sexism cope, and how observers’ perception of a target’s race affect gender equity policy in the workplace.
Tuyen Dinh, Indiana University, Purdue University Indianapolis, Co-Chair
Margaret S. Stockdale, Indiana University, Purdue University Indianapolis, Acute Power Unleashes Nonsenseknowledge Sexually Harass
Victoria Brooks, Southern Illinois University, Edwardsville, Joel T. Nadler,
Southern Illinois University, Edwardsville, Sarah Gentry, Southern Illinois University, Edwardsville, Morgan Kristina VanCleave, Southern Illinois University, Edwardsville, Elora Voyles, Southern Illinois University, Edwardsville, Implicit and Explicit Measures of Sexism Predicting Men’s Interviewing Behaviors
Kathrina Robotham, University of Michigan, Nadia Vossoughi, University of Michigan, Denise Sekaquaptewa, University of Michigan, Prototypicity and Discrimination Frequency Influences Perceptions of Sexism Claims
Deepsphinka Chatterjee, Salem State University, Ann Marie Ryan, Michigan State University, #MeToo: Stigmatization, Identity Management, and Self-Regulatory Depletion
Submitter: Tuyen Dinh, tdihntiuu@gmail.com

767. Symposium: 10:00AM–11:20AM Lone Star Salon F
Understanding Social and Contextual Factors in Performance Management
This symposium introduces novel research regarding the social context surrounding performance management (PM). Four papers address topics including the impact of rater accountability, rater dispositions and motivation, feedback interventions, and upward communication in performance management contexts. Implications for both research and applied PM practice will be discussed.
Andrew Speer, Wayne State University, Co-Chair
Andrew P. Tenbrink, Wayne State University, Co-Chair
Caitlynn Sendra, SAP SuccessFactors, Andrew P. Tenbrink, Wayne State University, Lauren Wegmeyer, Wayne State University, Andrew Speer, Wayne State University, Angela Yvonne Delacruz, The Mediating Effects of Accuracy Motivation and System Gaming
Matthew S. Frewett, Central Michigan University, Erik W. Black, University of Florida, The Efficacy of Peer Feedback Interventions for Performance Development
Andrew P. Tenbrink, Wayne State University, Andrew Speer, Wayne State University, The Development and Validation of the Rater Accountability Scale (RAS)
Sylvia G. Roch, University at Albany, SUNY, Discussant
Submitter: Andrew Speer, speertab@gmail.com

768. Special Event: 10:00AM–11:20AM Lone Star Salon G
PSIO Select: Masters of Media: How to Communicate I-O Psychology to the Public
Academics and practitioners in this special session will present tips and tricks for how to present I-O research to a broader audience. Panelists have shared I-O through TED talks, podcasts, blogs, and so on. Panelists will discuss critical and/or proud moments that launched their media spotlight as well as mishaps or challenges that led to key learnings or turning points.
Stephanie L. Murphy, Dell Technologies, Chair
Andrea L. Hetrick, University of New Mexico, Co-Chair
Timothy William Bromley, Seattle Pacific University, Presenter
Patricia E. Grabarek, Workr Beeing/Infor Talent Science, Presenter
Richard N. Landers, University of Minnesota, Presenter
Stefanie A. Mockler, Vantage Leadership Consulting, Presenter
Steven G. Rogelberg, University of North Carolina at Charlotte, Presenter
Alyssa Westring, DePaul University, Presenter
Submitter: Tyree D. Mitchell, tyreedmitchell@aol.com

769. Panel Discussion: 10:00AM–11:20AM Lone Star Salon H
Tales of Betrayal III: Insights From I-O Professionals With Nontraditional Careers
This panel aims to bring together panelists who currently serve in unconventional roles since obtaining their I-O training. Panelists will discuss their current roles, the path(s) they took to get to their respective positions, transferable I-O skills that they use in their current roles, and advice to audience members who are considering pursuing “nontraditional” I-O career paths.
Kathakali Sircar, Deloitte Consulting LLP, Chair
Matthew D. Pita, Deloitte Consulting LLP, Co-Chair
Zachary N.J. Horn, Facebook, Panelist
Kelsey Hardy, Change Healthcare, Panelist
Amanda J. Drescher, Mercer | Sirot®. Panelist
Stephen B. Jeong, Center for Creative Leadership, Panelist
Rebecca L. Stern, Crown Castle, Panelist
Boris I. Yanovsky, Cloudflare, Panelist
Submitter: Kathakali Sircar, sircark29@gmail.com

770. Poster: 10:30AM–11:20AM Board 1
Staying on the Leadership Track—The Role of Psychological Capital
This study takes a novel approach to leader derailment by looking at how psychological capital can mediate the relationship between maladaptive behaviors and leader derailment. Authors test this proposition with a sample of 219 leaders and their ratings from bosses, direct reports, and peers. Results support psychological capital as a mediator of the maladaptive behaviors–derailment relationship.
Cathleen Clinker, Center for Creative Leadership
Marian N. Ruderman, Center for Creative Leadership
Katya Fernandez, Center for Creative Leadership
Submitter: Cathleen Clinker, clinkerc@ccl.org

771. Poster: 10:30AM–11:20AM Board 2
Development and Validation of the Coachability Scale
The authors developed the Coachability Scale, which measures the coachee characteristics necessary for successful coaching. Analyses revealed 5 dimensions of coachability, including emotional reaction to feedback, orientation toward negative feedback, humility, learning effort, and comfort with coaching. Evidence of the scale’s convergent, discriminant, and criterion-related validity was found.
Matthew Joseph Johnson, Central Michigan University
Ki Ho Kim, Central Michigan University
Stephen M. Colarelli, Central Michigan University
Submitter: Matthew Joseph Johnson, johns43m@cmich.edu

772. Poster: 10:30AM–11:20AM Board 3
Recommended Practices for Coaching Drivers in the Oil and Gas Industry
Focus groups using 33 participants across 17 oil and gas industry organizations led to the creation of industry-recommended practices on properly using data collected on drivers through in-vehicle monitoring systems. These practices emphasize the importance of providing proper feedback to employees as well as influencing organizational culture positively.
Andrew M. Miller, Virginia Tech
Submitter: Andrew M. Miller, amiller6@vt.edu

773. Poster: 10:30AM–11:20AM Board 4
Impact of Reluctance to Lead on University Leaders at All Levels
Reluctance to lead is proposed as a new construct to understand leader behavior. As conceptualized, reluctance to lead is not the same as being unmotivated to lead but represents different “pushes” into leadership positions. Two studies are presented that describe the development of the scale and its nomological network.
Alexandria Redmond, Florida Institute of Technology
David A. Periard, Amazon
Jacklyn Scymczyk, Florida Institute of Technology
Gary N. Burns, Florida Institute of Technology
Submitter: Alexandria Redmond, aremond2018@my.fit.edu

774. Poster: 10:30AM–11:20AM Board 5
How Anonymous Are Reviewers? Authorship Identifiability From a Single Review
This paper evaluates how anonymous reviews are by applying a neural-network method to infer authorship of an anonymous review using a single, brief writing sample as a reference. Across 3 studies in various contexts, authors were able to identify authors with a high degree of certainty, which has many implications for organizations, employees, and customers.
Zachary Hall Mastrich, Virginia Tech
Ivan Hernandez, Virginia Tech
Submitter: Zachary Hall Mastrich, zmast@vt.edu

775. Poster: 10:30AM–11:20AM Board 6
The Impact of Happy and Sad Affective States on Biases in Ethical Decision Making
This study examined the impact of affective states on decision biases in the context of ethical decision making. Happy states increased expression of regulation biases, whereas sad states increased expression of simplification biases,
776. Poster: 10:30AM–11:20AM  
Board 7  
An Examination of Team Conflict: The Essential Role of Fellowships
Formalized and leadership provide 2 distinct yet complementary sets of role-related behaviors that jointly contribute to more positive team dynamics. Using a sample of 104 teams (N = 441) across 2 time points, authors found that team levels of effective fellowshipp were negatively related to team levels of relationship conflict and process conflict, but positively related to task conflict.
Noelle Baird, Western University
Alex Benson, Western University

Submitter: Noelle Baird, nbaird3@uwo.ca

777. Poster: 10:30AM–11:20AM  
Board 8  
Relationships Between Team Personality, Task Motivation, and Knowledge Sharing
Authors examined relationships between team level Big 5 personality traits and task-specific motivation with team knowledge sharing. Findings suggest openness to experience and task motivation are significant predictors of knowledge sharing at team level. Interestingly, task-specific motivation contributed more to the variance in team knowledge sharing than average team openness to experience.
Jacqueline Boggs, University of Tulsa
Joshua Royes, University of Tulsa
Anupama Narayan, University of Tulsa

Submitter: Anupama Narayan, anupama-narayan@utulsa.edu

778. Poster: 10:30AM–11:20AM  
Board 9  
Team Composition and Virtuality: A Meta-Analysis
The objective of this meta-analysis was to examine how team virtuality moderates the relationships between deep- and surface-level composition and team outcomes and mediators. Results indicated that the effects of team composition in highly virtual teams and teams that are low in virtuality did not differ from another another; instead, differences arose when teams were moderately virtual.
Paula Costa, Texas A&M University
Felix George, Jr., Texas A&M University
Winfred Arthur, Jr., Texas A&M University

Submitter: Paula Costa, p.costa339@tamu.edu

779. Poster: 10:30AM–11:20AM  
Board 10  
Teamwork in the Dynamic Domains of Healthcare: A Systematic Review
Teamwork in healthcare is particularly present in the dynamic domains of critical care, emergency medicine, surgery, and trauma and resuscitation. This systematic review investigates how these fields (a) study teams through the application of a teamwork processes rubric and (b) distinguish themselves through their empirical research. Implications and future directions are discussed.
Julie V. Dinh, Rice University
Allison Traylor, Rice University
Molly Kicullen, Rice University
Eduardo Salas, Rice University

Submitter: Julie V. Dinh, julie.dinh@rice.edu

780. Poster: 10:30AM–11:20AM  
Board 11  
Helping Newcomers Versus Insiders: The Impact of Status Distance and Status Threat
This paper examines a critical factor that affects peoples’ willingness to help newcomers: relative status concerns. One field and 2 experimental studies report that people help newcomers more than insiders when status distance is small but not when it is large. This moderated relationship is mediated by status threat.
Sarah Doyle, University of Arizona
Beth Polin, Eastern Kentucky University
Sijun Kim, University of Arizona
Robert Lount, The Ohio State University

Submitter: Sijun Kim, sijunkim@email.arizona.edu

781. Poster: 10:30AM–11:20AM  
Board 12  
Assigned Leadership as a Moderator of the Team Personality-Performance Relationship
The relationship among 3 team personality traits, team performance, and whether the relationship is moderated by leadership assignment was examined during a complex team task. A significant relationship was not found, but the findings indicate further research is needed. A relationship was predicted to still exist, but significance was unable to be found due to the limitations of the study.
Michael Dunn, Hofstra University
Erica Fernandes, Hofstra University
Nicole M. Rogers, Hofstra University
Comila Shahani-Denning, Hofstra University
Rebecca Grossman, Hofstra University

Submitter: Michael Dunn, mdunn15@pride.hofstra.edu

782. Poster: 10:30AM–11:20AM  
Board 13  
Linking Team Collaboration to Team Performance via Network Metrics
Authors used social network analysis (SNA) to explore the relationship between team collaboration (passing) and performance (point differential) using NBA basketball data. Computing offensive and defensive network metrics on basketball team passes explains a small to medium amount of variance in point differential. Implications of using SNA to study interdependent teams are discussed.
Alyssa Green, DePaul University
Morgan Gleason, DePaul University
Sydney Begerowski, DePaul University
Goran Kuljanin, DePaul University

Submitter: Alyssa Green, ameyer46@depaul.edu

783. Poster: 10:30AM–11:20AM  
Board 14  
It’s Just You and Me: Exploring Dyadic Meetings in the Workplace
Workplace meetings are essential for collaboration and communication. Yet current research fails to consider the implications of dyadic meetings. This study takes an initial step in identifying variations in tactics and cadences used in dyadic meetings, and how they relate to critical work outcomes. Preliminary results advocate for regularly scheduled meetings between supervisors and subordinates.
Mary Monroe Hausfeld, University of North Carolina, Charlotte
Liana Morgan Kreamer, University of North Carolina, Charlotte
Jonathan Flinchum, University of North Carolina, Charlotte
Katie Kavanagh, University of North Carolina, Charlotte
Steven G. Rogelberg, University of North Carolina, Charlotte
Janaki Gooty, University of North Carolina, Charlotte

Submitter: Mary Monroe Hausfeld, mmonro11@unc.edu

784. Poster: 10:30AM–11:20AM  
Board 15  
I-Deals and Advice Network Centrality: The Moderating Role of Workgroup Attributes
Integrating idiosyncratic deals (i-deals) research with social network perspective, authors theorized and showed a positive relationship between i-deals and advice network centrality with job performance mediating this relationship. Further, they demonstrated that workgroup attributes of task interdependence, team commitment, and power distance strengthen this relationship.
Farid Jahantab, University of Texas at El Paso
Prajya Vidyarthi, University of Texas at El Paso

Submitter: Farid Jahantab, fahantab@utep.edu

785. Poster: 10:30AM–11:20AM  
Board 16  
Shared Leadership Emergence and Its Effects on Information Exchange and Performance
Authors propose that members’ motivation to lead facilitates the emergence of shared leadership in hierarchical teams, but only when power differentials are minimized. In turn, they propose that shared leadership
This study demonstrated that dormant faultlines were antecedents of team emergent states and team composition in shaping team effectiveness following the change. Results showed that change predictability and rationality were positively related to team emergent states and effectiveness and these effects were moderated by members' emotional intelligence.

Eunhee Kim, Cornell University
Bradford S. Bell, Cornell University

Submitter: Eunhee Kim, ek635@cornell.edu

786. Poster: 10:30AM-11:20AM  Board 17
Membership Change and Team Effectiveness: The Role of Information and Members’ EI
This study suggests the importance of informational attributes of membership change, as well as the role of emergent states and team composition in shaping team effectiveness following the change. Results showed that change predictability and rationality were positively related to team emergent states and effectiveness and these effects were moderated by members' emotional intelligence.

Eunhee Kim, Cornell University
Bradford S. Bell, Cornell University

Submitter: Eunhee Kim, ek635@cornell.edu

787. Poster: 10:30AM-11:20AM  Board 18
Person–Group Fit Archetypes: A Latent Profile Analysis of Person–Group Fit
Research on person–group (PG) fit has identified it as consisting of multiple dimensions. Researchers have largely considered these dimensions independently. This variable-centered approach ignores the possibility that different dimensional configurations may underlie various outcomes. Using latent-profile analysis, a person-centered approach, authors identify 8 distinct subpopulations of P–G fit.

Christina S. Li, Southern Methodist University
Qi Zhang, University of Iowa
Amy L. Kristof-Brown, University of Iowa
Daniel Goering, University of Iowa

Submitter: Christina S. Li, christinal@smu.edu

788. Poster: 10:30AM-11:20AM  Board 19
There's More to Meetings: Good Meetings' Effects on Meaningfulness and Motivation
Authors examined the relationship among meeting relevance, meeting load, work meaningfulness, and work motivation. Interactions between meeting relevance and meeting load (frequency of meetings) can influence work meaningfulness as well as work motivation through work meaningfulness. Managers can use meetings strategically to influence work attitudes and psychological states in their employees.

Isaac Alan Lindquist, University of Nebraska Omaha
Joseph A. Allen, University of Utah
William S. Kramer, University of Nebraska Omaha

Submitter: Isaac Alan Lindquist, ilindquist@unomaha.edu

789. Poster: 10:30AM-11:20AM  Board 20
How Can Dark Personalities Contribute to Teams? A Composition Perspective
Dark Triad traits have been shown to create conflict among teams through expressed differences. The level of task complexity has been shown to moderate emergent conflict by influencing communication. This study explores how Dark Triad traits influence performance during simple tasks. Results suggest that during low-complexity tasks, Dark Triad traits do not affect team performance outcomes.

Cory Adam Long, Northwell Health
Allisa Lynn Ciccia, Hofstra University
Xi (Rita) Wang, Hofstra University

Submitter: Cory Adam Long, Clong2@pride.hofstra.edu

790. Poster: 10:30AM-11:20AM  Board 21
Effects of Team Faultline Activation on Team Performance: Moderating Role of Team Collective PsyCap
This study demonstrated that dormant faultlines were antecedents of activated faultlines, and activated faultlines fully mediated the relationship between dormant faultlines and team performance. In addition, team collective PsyCap acted as a deactivator, mitigating the activation process of dormant faultlines aligned by demographic characteristics.

Mingqiao Luan, University of International Business and Economics
Hong Ren, University of Wisconsin Milwaukee
Xuguang Hao, University of International Business and Economics

Submitter: Mingqiao Luan, lc2230081@126.com

791. Poster: 10:30AM-11:20AM  Board 22
Longitudinal Applications of Stepladder Technique for Enhancing Group Performance
This study examined a more realistic application of the stepladder technique to a longitudinal project team engaged in a required design/build/test engineering program. Application of stepladder technique beyond 1-time use is unique addition to team performance research, as laboratory data on 1-time creative tasks (similar to task employed here) indicate limits to stepladder utility.

Conner James Lutterman, Embry-Riddle Aeronautical University
Elin E. Bowen, Embry-Riddle Aeronautical University

Submitter: Conner James Lutterman, luttermc@my.erau.edu

792. Poster: 10:30AM-11:20AM  Board 23
Impact of Proactive Behavior on Communication, Trust, and Cohesion Within Teams
Authors assess the impact of proactive behavior on efforts to communicate, trust, and work cohesively with the proactive team member over time. 508 participants (providing 2083 ratings of team members) nested within 85 teams were surveyed at 3 points to analyze the impact of proactive behavior enactment at Time 1 on communication at Time 2, and trust and cohesion at Time 3. Implications discussed.

Debarati Majumdar, Missouri University of Science and Technology
Clair A. Reynolds Kueny, Missouri University of Science and Technology
Michelle Scheiffele, Missouri University of Science and Technology

Submitter: Debarati Majumdar, debarati.majumdar07@gmail.com

793. Poster: 10:30AM-11:20AM  Board 24
Interactively Assessing Negotiation Skills: The Impact of Personality and Ability
This study assessed negotiation skills using interactive virtual tasks administered to 160 dyads and explored the extent to which cognitive ability and self-reported and perceived personality traits contribute to these skills. Findings showed cognitive ability, agreeableness, and conscientiousness (both self-reported and as perceived by a partner) were associated with higher negotiation scores.

Michelle Martin-Raugh, Educational Testing Service
Jiangang Hao, Educational Testing Service
Patrick C. Kyllonen, Educational Testing Service
Dovid Becker, Educational Testing Service
Zhitong Yang, Educational Testing Service
Fred Yan, Educational Testing Service
Gernissia Cherfrere, Educational Testing Service

Submitter: Michelle Martin-Raugh, ppm5042@gmail.com

794. Poster: 10:30AM-11:20AM  Board 25
Prior Team Experience and Subsequent Performance Across Two Task Types
Laboratory teams performed 2 tasks to determine the effect of past teamwork on subsequent performance across different task types. Teams who performed an intellective task followed by a creative task had worse performance on several measures of creativity than teams who performed the creative task first. There was no effect of task order on performance for the intellective task.

Abby L. Mello, Towson University
Lisa A. Delise, Meredith College
Julie M. Blandford, Towson University
Kristen Halsey, University of Baltimore
Melanie R. Morris, Towson University

Submitter: Lisa A. Delise, ladelise@meredith.edu
795. Poster: 10:30AM-11:20AM  Board 26
A Checklist for Improving Team Dynamics in the Classroom
Teamwork is important, and educators may need to teach teamwork skills to students. Educators must be able to practically diagnose the students’ strengths and weaknesses. A qualitative data-sorting analysis of 286 behaviors from 88 interviews resulted in the present checklist, broken into 6 components of teamwork (communication, cognition, coordination, coaching, cooperation, and conflict).
Jensine Paoletti, Rice University
Tiffany M. Bissey, Rice University
Denise L. Reyes, Rice University
Amanda L. Woods, Rice University
Matthew Wettergreen, Rice University
Eduardo Salas, Rice University
Submitter: Jensine Paoletti, jensine.paoletti@rice.edu

796. Poster: 10:30AM-11:20AM  Board 27
Unpacking Relational Identity Development Among B2B Sellers
Authors examined particularized relational identity development among sellers within a B2B context. They hypothesize that sellers’ knowledge and relationship identity claims are directly related to seller perceived sales likelihood, moderated by features of the sales context. Data were obtained from B2B sellers at 2 time periods. Partial support was found for the hypothesized model.
Elizabeth C. Ravlin, University of South Carolina
Christina Hymer, University of South Carolina
Submitter: Elizabeth C. Ravlin, Ravlin@moore.sc.edu

797. Poster: 10:30AM-11:20AM  Board 28
The Dynamics of Collective Performance
Collective performance and its related processes are inherently dynamic. Currently exists a need to formally integrate the dynamic features of teams within a cohesive framework. Authors present such a model and illustrate how it can estimate trajectories in a dynamic fashion, both across psychological constructs and collective units (i.e., individuals and teams).
Ajay Somaraju, Michigan State University
Christopher Dishop, Michigan State University
Daniel Jacob Griffin, Michigan State University
Richard P. DeShon, Michigan State University
Submitter: Ajay Somaraju, somaraju@msu.edu

798. Poster: 10:30AM-11:20AM  Board 29
The Impact of Perceived Ambiguity, Volatility, and Risk on Collective Performance
The impact of perceived ambiguity, volatility, and risk on collective performance and important processes were explored using a business simulation game. Findings suggest that these perceived environmental factors differentially impact collective performance and processes.
Colleen Jane Standish, University of Oklahoma
Robert Martin, University of Oklahoma
E. Michelle Todd, University of Oklahoma
Tanner Newbold, University of Oklahoma
Samantha Englund, University of Oklahoma
Michael D. Mumford, University of Oklahoma
Shane Connelly, University of Oklahoma
Neil Maclaren, Binghamton University
Yiding Cao, Binghamton University
 Yingjun Dong, Binghamton University
Francis J. Yammarino, Binghamton University, SUNY
Shelley Dionne, Binghamton University
Hiroki Sayama, Binghamton University
Gregory A. Ruark, U.S. Army Research Institute
Submitter: Colleen Jane Standish, colleen.j.durban@ou.edu

799. Poster: 10:30AM-11:20AM  Board 30
The Influence of Team Cohesion and Contextual Performance Over Time
Authors examined the coevolution of contextual performance and team cohesion over time in student project teams. Data were collected from 40 teams who participated in a business simulation over a 10-week school quarter. Results from cross-lagged analysis revealed a stronger relationship between contextual performance at Time Point 1 and team cohesion at Time Point 2.
Evan F. Sinar, BetterUp, Co-Chair
Erin Eatough, BetterUp, Co-Chair
Submitter: Erin Eatough, erin.eatough@betterup.co
804. Alternative Session Type with Presenters:
11:30AM–12:50PM  402-403
Kicking Off Open Science Collaborations in I-O Psych
Science has been enthralled by a replication crisis, revealing weak foundations for scientific disciplines. Although psychology (particularly social and cognitive psychology) is addressing this crisis, little has been done to gauge the crisis within I-O psych. This session will draw attention to the need for open science and hopes to spark collaborations that address key field-wide needs.

Christopher M. Castille, Nicholls State University, Chair
Sebastian Marin, University of Minnesota, Author
Fred Oswald, Rice University, Author
Bharati B. Belwal, American Institutes for Research, Presenter
Tanja Bipp, Julius Maximilian University Würzburg, Presenter
John E. Buckner, V. AlliesPartners, Presenter
Tim Vantilborgh, Vrije Universiteit Brussel, Presenter
Submitter: Christopher M. Castille, chris_castille@icloud.com

805. Community of Interest: 11:30AM–12:20PM  408-409
Dual-Career Couples in Industrial-Organizational Psychology
Dual-career couples whose members are in the same field face a unique set of challenges and opportunities. The goal of this session is to bring together both work–family scholars and members of couples balancing 2 careers in I-O psychology (or a related field). The discussion will center on how research can inform the issues faced by these couples.

Kristen M. Shockley, University of Georgia, Host
Jessica M. Nicklin, University of Hartford, Host
Erin M. Richard, Louisiana State University, Coordinator
Submitter: Erin M. Richard, erinrichard@lsu.edu

806. Special Event: 11:30AM–12:20PM  502-503
SIOP Select: Presidential Town Hall
Come meet with SIOP leaders to discuss the latest updates on SIOP’s strategic initiatives as well as get answers to your questions about SIOP activities.

Talya N. Bauer, Portland State University, Host
Georgia T. Chao, Michigan State University, Host
Eden B. King, Rice University, Host
Submitter: Elizabeth A. McCune, elizabeth.mccune@microsoft.com

807. Symposium: 11:30AM–12:20PM  Brazos
Novel Perspectives on Incorporating the Situation in Research and Assessment
Recently, new approaches to incorporate situational characteristics in I-O research have emerged. Examples include multidimensional situation taxonomies, approaches to more systematically capture work events, and the use of innovative situations in assessment. This symposium brings a group of organizational, assessment, and personality researchers together to discuss these recent developments.

Jonas W. B. Lang, Ghent University, Chair
J. Malte Runge, Ghent University, Co-Chair
Ryne A. Sherman, Hogan Assessments, Personality Profiles of Performance Across Different Job Types
Viktoria Gochmann, University of Fribourg, Stefan Eiring, University of Kassel, Sandra Ohly, University of Kassel, Daily Follower Situations and Their Impact on Leader's Creativity
Gudrun Reindl, Ghent University, Jonas W. B. Lang, Ghent University, Comparing Situational Perceptions of Leader and Colleague Events, and Events Alone Jennifer L. Tackett, Northwestern University, How to Assess Adolescent Leadership Skills: A Leader–Follower Situational Task Study
Submitter: Jonas W. B. Lang, jonaslang@jonaslang.info

808. Alternative Session Type with Presenters:
11:30AM–12:20PM  JW Grand Salon 1
An Interdisciplinary View on Mobile Assessments and the Candidate Experience
This session will present common challenges and real-world examples of using mobile assessments to create a positive and impactful candidate experience. Insights from a diverse panel representing different disciplines and global perspectives, along with audience engagement, will drive a conversation around trends, barriers, and best practices in mobile employment testing.

Alexander Stermer, Amazon, Co-Chair
Alina Siemsen, Aon’s Assessment Solutions, Co-Chair
Chris Coughlin, SHL US LLC, Presenter
Shane Lowery, Marriott International, Presenter
Eoin O’Callaghan, Aon, Presenter
Lily Patel, AT&T, Presenter
Ave Shalom, Aon, Presenter
Tim Warszta, Westcoast University of Applied Sciences, Presenter
Submitter: Alexander Stermer, stemeralalexander@gmail.com

809. Panel Discussion: 11:30AM–12:20PM  JW Grand Salon 2
Incentivizing Survey Scores: Do You Get What You Pay for or Something Unintended?
Organizations of all maturity levels struggle with holding leaders accountable for driving improvement based on survey feedback. The session will bring together a diverse panel of HR practitioners and consultants with a range of experiences in incentivizing leaders based on survey scores. They will examine risks and benefits of this kind of accountability and find common ground for best practices.

Megan J. Steckler, Perceptyx, Chair
Jeffrey A. Jolton, PvC, Panelist
Mariangela Battista, IGT, Panelist
Cameron G. Brown, Southern Company, Panelist
Wayne R. Edwards, Epix, Panelist
Submitter: Megan J. Steckler, megan.steckler@gmail.com

810. Alternative Session Type with Presenters:
11:30AM–12:20PM  JW Grand Salon 3
It Starts With Us: The Impact That I-O Makes in the Healthcare Industry
Six I-O professionals in the healthcare industry will discuss the many ways that I-O is used in healthcare, how it benefits the industry, and what’s to come in the future. This session will begin as a panel describing 5 different I-O careers in healthcare. After panel intros, the format shifts to round table discussions where each presenter will discuss their I-O experiences in smaller groups.

Vanessa Gallo, Weill Cornell Medicine, Chair
Paul H. Richardson, Jr., Hoag Personal Care, Presenter
Andrew N. Garman, NCHLRush University, Presenter
Melanie P. Standleish, Illinois Institute of Technology, Presenter
Taylor Scoese, Perceptyx, Presenter
Jole L. Alba, Illinois Institute of Technology, Presenter
Submitter: Vanessa Gallo, vaa2012@med.cornell.edu

811. Alternative Session Type with Presenters:
11:30AM–12:20PM  JW Grand Salon 4
The Different Faces of Academia: Panel and Small-Group Discussion
Six I-O psychologists currently working as faculty members at varying institutions, each with different roles, will discuss similarities and differences between their experiences in academia. Panel members will answer audience questions and a few common prompts regarding their careers. Panelists will then join audience members for small-group discussions about prospective academic careers.

Allison M. Tringale, Loras College, Presenter
Alex Milam, University of Houston-Clear Lake, Presenter
Caitlin M. Porter, University of Memphis, Presenter
Candice L. Thomas, Saint Louis University, Presenter
Richard G. Moffett, III, Middle Tennessee State University, Presenter
L. A. Witt, University of Houston, Presenter
Submitter: Allison M. Tringale, allison.tringale@gmail.com
812. Alternative Session Type with Presenters:
11:30AM–12:20PM  JW Grand Salon 5
The Evolution of the Career Development Revolution!
Panelists from 3 organizations will share their experiences implementing career management and development interventions. Each speaker represents a company at a different stage of maturity in their approaches based on organizational capability and readiness. After each panelist provides a brief presentation of their interventions, an interactive discussion with the audience will follow.
Nabila Sheikh-Hashmi, Sony Playstation, Chair
Jenna Case-Lee, PepsiCo, Co-Chair
Nicole M. Ginther, Thermo Fisher Scientific, Co-Chair
Michael Martin, Ingersoll Rand, Co-Chair
Jo Mills, Fuel50, Co-Chair
Submitter: Nabila Sheikh-Hashmi, nabila.sheikh@gmail.com

813. Symposium: 11:30AM–12:20PM  JW Grand Salon 6
Confronting Stigma Among LGBT Workers: New Developments in Stigmatization at Work
Stigmatized employees experience negative consequences that may take a toll on their careers and lead to adverse consequences for the organizations that they work for. This symposium explores approaches to tactical disclosure of sexual orientation, the identification of emotions and how they impact the work of HIV+ employees, and the role of identity in one’s career development.
Anthony Decoste, De La Salle University, Co-Chair
Simon Restubog, University of Illinois at Urbana-Champaign, Co-Chair
Kelly Hamilton, Portland State University, Larry R. Martinez, Portland State University, Stigma or Superpower? Gay and Lesbian Identity Work as Catalyst to Career Development
Anna Carmella Ocampo, Australian National University, Yueyang Chen, University of Illinois at Urbana-Champaign, Simon Restubog, University of Illinois at Urbana-Champaign, Lu Wang, Australian National University, Anthony Decoste, De La Salle University, HIV Stigma, Discrete Emotions, and Work Behaviors Among HIV+ Workers
Brent J. Lyons, York University, John W. Lynch, University of Illinois at Chicago, Tiffany D. Johnson, Georgia Institute of Technology, Heterosexual Employees’ Intimacy Responses to Gay/Lesbian Disclosure
Belle Rose Ragnis, University of Wisconsin-Milwaukee, Discussant
Submitter: Anthony Decoste, mail@adecoste.com

814. Alternative Session Type with multiple papers:
11:30AM–12:20PM  JW Grand Salon 7-8
Show and Tell: Generating Solutions in Combating Workplace Sexual Harassment
Thanks to the #MeToo movement, and changes in legislation globally, attention to issues around sexual harassment (SH) at work has grown. Yet, the focus tends to be on the target reporting or “speaking up.” This alternative session highlights the importance of other practical factors—organizational climate for SH, role of observers and managers, and technology—in mitigating SH at work.
Aarti Shyamsunder, Psymantics Consulting, Chair
Afra S. Ahmad, George Mason University, Co-Chair
Afra S. Ahmad, George Mason University, Caren Goldberg, Bowie State University, Improving the Measurement of Sexual Harassment Climate
Caillin Meyer, University of Tennessee at Chattanooga, Alexandra I. Zelin, University of Tennessee at Chattanooga, Cultural Shift From the Top Down: Active Bystanders
Meghana Srinivas, Trustin, Technology Solutions for Workplace Safety and Equitable Access to Justice
Submitter: Aarti Shyamsunder, aarti.shyamsunder@gmail.com

815. Master Tutorial: 11:30AM–12:20PM  Lone Star Salon A
Using MetaBUS to Locate, Synthesize, and Visualize I-O Research Findings
The metaBUS platform provides open-access tools for locating, synthesizing, and visualizing I-O research. Authors demonstrate an updated interface for facilitating meta-analyses drawing on a collection of over 1,000,000 findings reported in 27 journals from 1980–2018. They will engage attendees by demonstrating and providing access to an online platform (http://shiny.metabus.org/).
Yingyi Chang, George Mason University, Presenter
James G. Field, West Virginia University, Presenter
Frank A. Bosco, Virginia Commonwealth University, Presenter
Krista L. Uggerslev, Northern Alberta Institute of Technology, Presenter
Submitter: Frank A. Bosco, siop@frankbosco.com

816. Symposium: 11:30AM–12:20PM  Lone Star Salon B
Selecting for Retention: Reducing Turnover Prehire
Although turnover in organizations has a long history of scholarly research, I-Os still know surprisingly little about how to anticipate and reduce turnover prehire. This session will present findings of 3 studies spanning hundreds of thousands of hires and multiple organizations with the goal of advancing the state of research and practice in reducing turnover risk prehire.
Carter Gibson, Modern Hire, Chair
Jennifer A. Griffith, University of New Hampshire, A Hundred Million Reasons to Walk Away: Beyond Dichotomous Taxonomies of Turnover
Jay H. Hardy, III, Oregon State University, Reasons Matter: Decomposing Turnover Reasons for Improving Prehire Prediction
Andrew J. Barsa, Modern Hire, Presenting Prehire Turnover Impact to Laymen: Empirically Derived Knowledge
Josh W. Allen, Walmart, Discussant
Submitter: Carter Gibson, Carter.Gibson@shakercg.com

817. Alternative Session Type with Presenters:
11:30AM–12:20PM  Lone Star Salon C
Challenges for the Structure and Nature of Future Work
The dawn of the so-called 4th industrial revolution brings a new set of challenges for organizations to contemplate. In this alternative session, 6 distinguished international scholars will present different perspectives of important aspects of work that have implications for preparing for future work. After, presenters and audience will engage in a lively facilitated discussion.
Gretchen A. Petery, Centre for Transformative Work Design/CEPAR, Chair
Lars U. Johnson, Wayne State University, Author
Sara J. Perry, Baylor University, Author
Tristan Casey, Griffith University, Presenter
Caroline Knight, Curtin Graduate School of Business, Presenter
Emily David, China Europe International Business School (CEIBS), Presenter
Jose M. Peiro, University of Valencia, Presenter
Mahima Saxena, Illinois Institute of Technology, Presenter
Mark Griffin, Curtin University, Presenter
Submitter: Gretchen A. Petery, gretchen.petery@curtin.edu.au

818. Debate: 11:30AM–12:20PM  Lone Star Salon E
Are Machine Learning Algorithms a Hiring Panacea or Pandora’s Box?
Machine learning has demonstrated value from predicting important workplace outcomes to solving complex data problems. However, challenges persist from limitations in extracting actionable insights to eliminating differences among protected classes. This debate will present different perspectives and seek a framework to analyze both the promises and limitations of ML in employment decision making.
Brandon Ferrell, Hogan Assessments, Moderator
Matthew L. Arsenault, Walmart, Presenter
Nathan A. Hundley, Hogan Assessments, Presenter
Ken Lahti, SHL, Presenter
Theo P. Yankov, DDI, Presenter
Submitter: Brandon Ferrell, bferrell@hoganassessments.com

819. Alternative Session Type with Presenters:
11:30AM–12:20PM  Lone Star Salon F
The Ins and Outs of I-O Internships: IGNITE and Panel Session Combo
Five young professionals and students in I-O will share their insights and advice on how to find and maximize an I-O internship. Speakers
will draw on their knowledge and experience from their own I-O-focused internship. After 4 IGNITE presentations (20 slides each advancing every 15 seconds), panelists will answer audience questions in an open forum panel discussion.

Daniel Bashore, SKS Consulting Group, **Co-Chair**
Abbie N. Caudill, SKS Consulting Group, **Co-Chair**
Jacob C. Bradburn, Michigan State University, **Presenter**
Cheyna Brower, Wright State University, **Presenter**
Patrick Josh, Minnesota State University-Mankato, **Presenter**
Submitter: Daniel Bashore, bashore.17@wright.edu

### 820. Panel Discussion: 11:30AM-12:20PM  Lone Star Salon G

**Strategic Directions in Forced-Choice Personality Testing**

Forced-choice personality tests provide an alternative measurement approach to single-stimulus, Likert-style scales; however, they are used far less frequently. This panel brings together I-O psychologists working in academia, consulting, and applied practice to discuss the current state, challenges, and future needs in the research and use of forced-choice personality tests.

Brennan D. Cox, U.S. Navy, **Co-Chair**
Henry L. Phillips, IV, Naval Aerospace Medical Institute, **Co-Chair**
Anthony S. Boyce, Amazon, **Panelist**
Tracy Kantrowitz, PDRI, an SHL Company, **Panelist**
Heidi N. Keiser, Naval Aerospace Medical Institute, **Panelist**
Stephen Stark, University of South Florida, **Panelist**
Len White, Army Research Institute, **Panelist**
Submitter: Brennan D. Cox, cox.brennan@gmail.com

### 821. Symposium: 11:30AM-12:20PM  Lone Star Salon H

**Exploring the Impact of Work Technology Use on Employee Performance and Well-Being**

Organizations depend on work-related information and communication technologies (ICT) now more than ever. However, the implications of constant work ICT use on employee performance and well-being are complex and multifaceted. This symposium presents a series of studies that aim to elucidate the conditions under which work ICT use are associated with positive versus negative employee outcomes.

Stephanie A. Andel, Indiana University, Purdue University Indianapolis, **Co-Chair**
Michelle Van Laethem, University of Amsterdam, **Co-Chair**
Keaton A. Fletcher, Georgia Institute of Technology, Ruth Kanfer, Georgia Institute of Technology, Cathy Liu, Georgia Institute of Technology, **New Technologies and I-O Psychology: A Review**
Michelle Van Laethem, University of Amsterdam, Larissa K. Barber, San Diego State University, **Daily Work-Related Smartphone Use and Perceived Job Performance**
Stephanie A. Andel, Indiana University, Purdue University Indianapolis, Morgan Rose Taylor, Portland State University, **Cyberloafing as a Buffer Between Role Conflict and Job Satisfaction**
David J. Howard, University of South Florida, Logan M. Steele, University of South Florida, Cheryl Gray, University of South Florida, Kim S. Johnson, University of South Florida, Paul E. Spector, University of South Florida, **In the Eye of the Beholder: Individual Differences and Perceiving Email Incivility**
Submitter: Stephanie A. Andel, sandel@mail.usf.edu

## Poster Session (Job Attitudes, HR): 11:30AM–12:50PM  Griffin Hall

### 822. Poster: 11:30AM-12:20PM  Board 1

**Belief in God and Job Satisfaction: A Meta-Analytic Study**

The meta-analytic review (N = 10) explored the relationship between religious commitment and job satisfaction. Using Schmidt and Hunter’s “bare bones” procedure (2004), the unattenuated coefficient for religion-specific scales was small to moderate (r = .29). Studies utilizing nonspecific (“general”) scales had a smaller relationship (r = .21) than those using religion-specific scales.

Juan Balcazar, Saint Mary’s University
Cody B. Cox, St. Mary’s University
Gregory J. Pool, St. Mary’s University
Submitter: Juan Balcazar, jbalcazar@mail.stmarytx.edu

### 823. Poster: 11:30AM-12:20PM  Board 2

**The Outcomes of Union Commitment: A Facet-Level, Meta-Analytic Investigation**

Authors investigated the relationships among the facets of union commitment (UC) and organizational and psychological outcomes, using meta-analysis (replicating and extending Bamberger et al., 1999). Novel results reveal that Union Participation mediates the relationship between union commitment and job satisfaction. This poster session is intended for intermediate to advanced audiences.

Lifei Chen, University of Illinois at Urbana-Champaign
Anoop Javalagi, University of Illinois at Urbana-Champaign
Raees Mghani, University of Illinois at Urbana-Champaign
Yuan Cai, University of Illinois at Urbana-Champaign
Daniel A. Newman, University of Illinois at Urbana-Champaign
J. Ryan Lamare, University of Illinois at Urbana-Champaign
Submitter: Anoop Javalagi, anoop.javalagi@gmail.com

### 824. Poster: 11:30AM-12:20PM  Board 3

**A 14-Year Analysis of Unit-Level Job Satisfaction/Employee Engagement Score Stability**

The unit-level, test–retest reliability of items and scale scores for a job satisfaction/employee engagement survey was investigated over a 14-year time period. There was a significant negative relationship between stability and time, with some evidence of curvilinearity. The overall score test–retest reliability was .93 at 1 year and .45 at 13 years.

Jeffrey M. Cucina, U.S. Customs and Border Protection
Scott K. Burchnick, U.S. Customs and Border Protection
Kevin A. Byrne, U.S. Customs and Border Protection
Theodore L. Hayes, U.S. Department of Justice
Hanna K. Pillon, U.S. Customs and Border Protection
Submitter: Jeffrey M. Cucina, jocucina@gmail.com

### 825. Poster: 11:30AM-12:20PM  Board 4

**The Relationship Among Negatively Perceived Tasks, Fit, and Re-Enlistment Intentions**

Using an army sample, this research investigated the relationship between negative perceptions of assigned tasks and reenlistment intentions via person–organization fit (army fit) and person–job fit (MOS fit). Findings indicate that both types of fit are instrumental in explaining this relationship. Implications for research and practice are discussed.

Syndie Cunningham, U.S. Army Research Institute
Jessica Rose Carre, U.S. Army Research Institute
Caitlin Rodgers, Suited
Alexis Noel Roman, Florida State University
Submitter: Syndie Cunningham, scunningham117@gmail.com

### 826. Poster: 11:30AM-12:20PM  Board 5

**Perceived Job Alternatives and the Employee-Organization Social Exchange**

Contextual determinants of the employee–organization social exchange relationship (SER) have been underexplored. Authors report a meta-analysis (k = 97) of such a determinant: perceived job alternatives (PJA). Main effect and moderator analyses across 3 operationalizations of the SER support the conclusion that, with some caveats in mind, PJA affects the quality of the employee–organization SER.

Michael B. Harari, Florida Atlantic University
Kate McCombs, Florida Atlantic University
Submitter: Michael B. Harari, mharari@fau.edu

### 827. Poster: 11:30AM-12:20PM  Board 6

**Owning Yourself at Work, Speaking Up More? A Moderated Mediation Model of Voice**

This study examined the relationships among job self-determination, work engagement, person–organization fit (P–O fit), and voice. Results indicated that job self-determination has an indirect relationship with voice through work engagement. Additionally, P–O fit moderated the mediating effect of work engagement on the self-determination–promotive voice relationship when P–O fit is high.

Hao-Hsin Hsu, National Chiao Tung University
Ying-Chan Cheng, Ming Chuan University
Authors examined the longitudinal trajectories of job satisfaction using a 2nd-order growth mixture model. Data from both a control and an intervention condition showed similar patterns of trajectories (high stable, increasing, and decreasing), but the 2 conditions differed in the slopes of job satisfaction.

Stacey R. Kessler, Kennesaw State University
Melissa Gutworth, Montclair State University

Submitter: Melissa Gutworth, gutworthm@montclair.edu

832. Poster: 11:30AM–12:20PM  Board 11
What Happens to Job Satisfaction Trajectory Under Normal and Intervention Conditions?
Authors examined the longitudinal trajectories of job satisfaction using a 2nd-order growth mixture model. Data from both a control and an intervention condition showed similar patterns of trajectories (high stable, increasing, and decreasing), but the 2 conditions differed in the slopes of the trajectories. Work–family related antecedents and work outcomes of the trajectories were also examined.

Xue Lei, George Mason University
Philseok Lee, George Mason University
Seulki Jang, Pennsylvania State University Mont Alto

Submitter: Xue Lei, xlei2@masonlive.gmu.edu

833. Poster: 11:30AM–12:20PM  Board 12
When Reputations Collide: Benefits and Drawbacks of Person–Group Reputational Misfit
Using a person–environment fit perspective, authors examine how the direction of misfit between person and group reputation leads to different behavioral strategies. Negative misfit relates to resignation, whereas positive misfit relates to resolution strategies. Different organizational outcomes of using these strategies in response to reputational misfit are explored.

Erin Makarius, University of Akron
Steffanie L. Wilk, The Ohio State University

Submitter: Erin Makarius, makarius@uakron.edu

834. Poster: 11:30AM–12:20PM  Board 13
How Can We Reduce Burnout Among Mental Health Professionals?
High job demands and overload lead to burnout among mental health professionals (MHP). To combat burnout, self-compassion that buffers stress is recommended. Self-compassion was hypothesized to increase perceptions of inclusion, thereby reducing burnout. The results from 255 MHPs confirmed this prediction. Recommendations to implement self-compassion methods and inclusion strategies are discussed.

Chintanya McGowan, Alliant International University
Nurcan Ensari, Alliant International University

Submitter: Nurcan Ensari, nensari@alliant.edu

835. Poster: 11:30AM–12:20PM  Board 14
Cultivating a Mindful Workforce: Is Mindfulness Training Enough?
A growing number of organizations are implementing training programs to increase employee mindfulness. However, to effectively achieve this goal, it is important that organizations also understand the broader set of antecedents that have an influence on this construct. This study finds that individual differences and work context are important predictors of trait mindfulness in employees.

James C. Meaden, SHL

Submitter: James C. Meaden, james.meaden@gmail.com

836. Poster: 11:30AM–12:20PM  Board 15
Do Engaged Midwives Accumulate More Work Resources? A New Zealand-Based Study
Authors conducted a cross-sectional study involving 287 self-employed midwives in New Zealand to test the theoretical proposition that work engagement is positively related to work resources via job crafting. Results show that engagement (absorption) is linked to work resources (self-efficacy and service to others) through approach increasing challenging job demands.

Tago Mharapara, Auckland University of Technology
Jennifer L. Kisamore, University of Oklahoma

Submitter: Jennifer L. Kisamore, jkisamore@ou.edu

837. Poster: 11:30AM–12:20PM  Board 16
Conflict Management Styles: Exploring Links With Negative Mood Regulation and Burnout
Conflict is inevitable in organizations. This research develops and examines a model incorporating negative mood regulation as an antecedent and burnout as a consequence of conflict management styles. Results suggested that regulation is related to several conflict styles, avoiding and dominating styles are related to burnout, and these styles partially mediate the regulation–burnout relationship.

Nicholas Aaron Moon, Florida Institute of Technology
Patrick D. Converse, Florida Institute of Technology
Katrina Piccone Merlini, Florida Institute of Technology
Lida Priscila Ponce, Florida Institute of Technology

Submitter: Nicholas Aaron Moon, nickmoon9@gmail.com
838. Poster: 11:30AM-12:20PM Board 17
Psychological Capital’s Role in Work–School Facilitation/Conflict on Study Engagement
This intermediate level study explores the mediating effects of psychological capital on the relationship between work–school facilitation/ conflict and study engagement. Results have implications for the university setting, suggesting that psychological capital and improving the congruence between work and school-work roles can lead to an increase in study engagement among graduate students.
Daren S. Protolipac, St. Cloud State University
Jordann K. Morey, Target
Rebecca Moy, Saint Cloud State University
Submitter: Daren S. Protolipac, dsprotolipac@stcloudstate.edu

839. Poster: 11:30AM-12:20PM Board 18
How Psychological Ownership Creates Paternalistic Leaders Across Cultures
The study examine how psychological ownership affects managers’ paternalistic leadership across national cultures. Findings indicate that both individual (b = 1.43, p < .01) and collective (b = 5.38, p = .09) psychological ownership are positively related to paternalistic leadership behavior. The latter effect is enhanced in national cultures high in individualism (b = 0.04, p = .06).
Franziska M. Renz, University of Texas at El Paso
Richard A. Posthuma, University of Texas at El Paso
Eric Smith, University of Texas at El Paso
Submitter: Franziska M. Renz, fmrenz@utep.edu

840. Poster: 11:30AM-12:20PM Board 19
The Effect of Managers’ Psychological Ownership on Organizational Performance
The study examines the relationship between managers’ ownership feelings (i.e., psychological ownership) for the organization and 2 organization-level outcomes: fraudulent behavior (b = -386931.92, p < .001) and financial performance (b = 146.28, p < .001). The poster gives an introductory-level overview on psychological ownership theory and demonstrates its value for practitioners.
Franziska M. Renz, University of Texas at El Paso
Submitter: Franziska M. Renz, fmrenz@utep.edu

841. Poster: 11:30AM-12:20PM Board 20
The Influence of Engagement and Burnout on Job Performance and Turnover Intentions
Authors examined the relationship between job attitudes (i.e., engagement and burnout) and work outcomes (i.e., turnover intentions and proficiency-based job performance). Results indicate dedication is the strongest predictor of engagement and burnout when outcomes are turnover intentions and proficiency-based job performance.
Lauren N. Scanlan, East Carolina University
Zachary M. Love, TIAA
Anne Francis dos Santos, East Carolina University
Eric Smith, University of Texas at El Paso
Submitter: Lauren N. Scanlan, scanlanl16@students.ecu.edu

842. Poster: 11:30AM-12:20PM Board 21
Assessing Attitudes Toward Overqualification
This study showed that employee’s attitude toward overqualification (EAOQ) and perceived management attitudes toward overqualified employees (PMAQO) were related to person–job fit and perceived investment in employee development. EAOQ, but not overqualification itself, was associated with job satisfaction. Overqualification and turnover intention relationship was significantly moderated by PMAQO.
Stacy A. Stoffregen, Kansas State University
Frank Bryan Giordano, Kansas State University
Jin Lee, Kansas State University
Submitter: Stacy A. Stoffregen, sastoffregen@ksu.edu

843. Poster: 11:30AM-12:50PM Board 22
To Be or Not to Be (Sleep Deprived): Classifying Growth Patterns of Insomnia
Authors adopt a person-centric view of employees’ sleep experiences and examine whether different growth patterns of insomnia exist and suggest their physical exercise and their late-night electronic devise use for work can predict employees’ membership in a particular subgroup. Authors also advance how belonging to one subgroup over another predicts their level of work–family conflict.
Riki Takeuchi, University of Texas at Dallas
Oliver Dorian Boncoeur, The University of Texas at Dallas
Nan Guo, University of Texas at Dallas
Submitter: Riki Takeuchi, Riki.Takeuchi@utdallas.edu

844. Poster: 11:30AM-12:20PM Board 23
Relation Between Trust Attitudes and Behavioral Intentions to Trust
A vignette methodology was used to examine whether cognitive and affective trust judgements in a subordinate lead to supervisors’ willingness to engage in reliance and disclosure behaviors. Affective trust lead to supervisors’ willingness to engage in reliance and disclosure behaviors, whereas, cognitive trust only leads to supervisors’ willingness to engage in reliance behaviors.
Christopher Upton, University of Guelph
Harjinder Gill, University of Guelph
Leanne Son Hing, University of Guelph
Emma Vreeker-Williamson, University of Guelph
Submitter: Harjinder Gill, gillh@uoguelph.ca

845. Poster: 11:30AM-12:20PM Board 24
Benefits of Upward Perceived Support: The Roles of Gratitude and Indebtedness
Authors examined the positive consequences of managers’ upward perceived support (UPS) from the subordinate workgroup and the mediating roles of perceived indebtedness and gratitude. Findings suggest gratitude mediates the relationships of UPS with managers’ job satisfaction and subordinates’ extra-role performance beyond the effect of perceived indebtedness.
Xueqi Wen, University of Houston
Blaine Austin Lewis, University of Houston
Zihan Liu, University of Houston
Clare Simcox, University of Houston
Robert Eisenberger, University of Houston
Submitter: Xueqi Wen, xwen5@uh.edu

846. Poster: 11:30AM-12:20PM Board 25
Happy Work, Happy Life? Constructive Replication Assessing the Longitudinal Relation
Longitudinal research assessing job and life satisfaction relation has been equivocal. A 4-sample constructive replication examining both top-down and bottom-up perspectives found support for both perspectives with substantial effect size magnitude variation. Meta-analytic path analysis (k = 17, n = 24,863) found both top-down and bottom-up effects were moderated by country and measurement lag.
Christopher Wiese, Georgia Institute of Technology
Hoda Vaziri, University of North Texas
Louis Tay, Purdue University
Job Chen, Clemson University
Bart Willie, Ghent University
Submitter: Christopher Wiese, ChrisWWiese@gmail.com

847. Poster: 11:30AM-12:20PM Board 26
Workplace Ostracism Undermines Job Engagement
Drawing on social exchange theory and a cultural perspective, this study conducts a 2-wave survey and indicates that workplace ostracism has a negative relationship with job engagement through a reduced sense of felt obligation. Collectivism strengthens the main effect of workplace ostracism on felt obligation and the indirect effect of workplace ostracism on job engagement via felt obligation.
Xiaofeng Xu, Tongji University
Ho Kwong Kwan, China Europe International Business School (CEIBS)
Nan Guo, University of Texas at Dallas
Submitter: Xiangfan Wu, xiangfanwu@hotmail.com
entrepreneurial goal progress under uncertainty: the role of flexible goal adjustment
the authors investigated the relationship among perceived uncertainty, task engagement, and venture goal progress among 72 start-up entrepreneurs in a weekly field study. findings support a negative indirect effect and indicate that entrepreneurs’ flexible goal adjustment, strengthens this relationship.

Stephen X. Zhang, University of Sydney
Antje Schmitt, University of Groningen
Lun Li, Tsinghua University
Submitter: Antje Schmitt, a.schmitt@rug.nl

employer brand, servant leadership, and retention intention in corporate M&A
this study explores the relationship among employer brand, servant leadership, and employee retention intention in merger and acquisition context. the results show before M&A, CSR and unique work experience; after M&A, corporate identity strength, CSR and unique work experience are related to retention intention. Servant leadership mediated the relationship proposed.

Ben-Roy Do, National Central University
Alaleh Dadvari, National Central University
Shan Jung Wu, Quanta Computer
Submitter: Ben-Roy Do, benroydo@gmail.com

changing nature of work: a comparison of worker values and work characteristics
authors provide the first simultaneous examination of changes in worker values and work characteristics. by applying the hierarchical age-period-cohort model to General Social Survey data, this study provides evidence of changes over time while disentangling age, generation, and time period. results indicate that values and characteristics are more affected by time period than birth year.

Jorge Lumbreras, University of Georgia
Brian J. Hoffman, University of Georgia PhD
Nathan T. Carter, University of Georgia
William Keith Campbell, University of Georgia
Submitter: Jorge Lumbreras, jorgelim@uga.edu

Culture, Innovation, and Moderators of High-Performance Work Systems Effectiveness
Fit among HPWSs, industry and country culture clusters increased firm innovation. Expatriates data and multiple regression analyses showed transformational HPWSs increased innovation more than transactional systems. HPWSs increased innovation in high-tech firms. Transactional systems decreased innovation in Germanic countries and increased innovation in Latin American and Far East countries.

Richard A. Posthuma, University of Texas at El Paso
Haiyan Zhang, Cigna
Yang Zhang, University of Texas at El Paso
Submitter: Richard A. Posthuma, rposthuma@utep.edu

Talent Management Effectiveness: Engagement and Turnover Intention at the Unit Level
This empirical study examined at the organizational level, employee engagement as a mediator of the talent management and turnover intention relationship. It was found that at the organizational level, talent management had an indirect effect on turnover intention through employee engagement (b = -.01, SE = .00, p < .01).

Jimmy Zheng, DDI
Submitter: Jimmy Zheng, jimmy.zheng@ddiworld.com
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