100. Symposium: 12:00PM–12:50PM  JW Grand Salon 5  
The Best and Worst of Situational J judgment Test Response Formats in Applied Settings

Situational judgment tests vary in response formats and instructions. This symposium will discuss research conducted in diverse applied settings on different response formats (e.g., selecting the “best/worst” vs. rating scales). Issues relevant to applied contexts will be highlighted including psychometric properties, applicant reactions, subgroup differences, and testing efficiency.

Arielle P. Rogers, Human Resources Research Organization (HumRRO), Chair
Michael G. Hughes, HumRRO, When Worst Is Better: Situational Judgment Test Response Type and Subgroup Difference
Michael A. McDaniel, Work Skills First, Inc., Discussant
Submitter: Arielle P. Rogers, rogers.arielle@gmail.com

101. Symposium: 12:00PM–12:50PM  JW Grand Salon 7-8  
Ye of Any and No Faith: Exploring Faith Identity Management in the Workplace

As the national religious landscape diversifies and people desire to be more authentic at work, studying faith identity management is now more common and critical. This symposium presents 4 studies on this topic that use varied methodologies and include both religious and irreligious employees, noting the similarities and differences between and practical implications of their experiences.

Lauren Sarah Park, Portland State University, Co-Chair
Afra S. Ahmad, George Mason University, Co-Chair
Lauren Sarah Park, Portland State University, Larry R. Martinez, Portland State University, A Model of Workplace Religious Disclosure
Ashley Robinson, Oklahoma State University, Brittney Amber, IUPUI, Alex P. Lindsey, University of Memphis, Isaac E. Sabat, Texas A&M University, Sin-Ning Cindy Liu, Texas A&M University, Afra S. Ahmad, George Mason University, The Impact of Expressing an Atheist Identity at Work
Shannon Cheng, Rice University, Eden B. King, Rice University, How Muslim Americans Experience and Manage Their Religious Identities at Work
Dinah M. Camilleri, American Airlines, Jessica L. Wildman, Florida Institute of Technology, Consequences of Public/Private Selves on Religious Minorities in the Workplace
Enrica N. Ruggs, University of Memphis, Discussant
Submitter: Lauren Sarah Park, Lpark@pdx.edu

102. Special Event: 12:00PM–1:20PM  Lone Star Salon D  
SIOP Select: WHOSE Diversity Is Still Not Included?

How inclusive is inclusion? Despite recent progress, who is still often excluded, and how can barriers to their inclusion be removed? This interactive session reveals stereotypes about “who” works and thus who matters in I-O research and practice. From the two-thirds of workers in the neglected “informal” sector to the increase in gig work, this session highlights new frontiers for who is included.

Stuart C. Carr, Massey University/Project Glow, Co-Chair
Katina Sawyer, George Washington University, Co-Chair
Walter Reichman, OrgVitality, Presenter
Mahima Saxena, Illinois Institute of Technology, Presenter
John C. Scott, APTmetrics, Presenter
Emily G. Solberg, SHL
Submitter: Emily G. Solberg, emily.solberg@shl.com

103. Panel Discussion: 12:00PM–1:20PM  Lone Star Salon E  
From Black Box to Glass Box: How to Build Explainable, Trustworthy, and Fair AI

Although new and sophisticated artificial intelligence (AI) solutions offer some of the most impressive performance to-date, they often suffer from low interpretability. This is acceptable in many fields, but it poses ethical and legal challenges that are unacceptable for I-O applications. Learn how to open the black box and build explainable models that engender trust and fairness.

Daniel A. Schmerling, Wonderlic, Chair
Michael A. Campion, Purdue University, Panelist
Ross Daniel Piper, Wonderlic, Panelist
David W. Dorsey, HumRRO, Panelist
Katherine Elder, Capital One, Panelist
Submitter: Daniel A. Schmerling, dschmerl@gmail.com

Poster Session (Staffing, Motivation): 12:30PM–1:20PM  Griffin Hall

104. Poster: 12:30PM–1:20PM  Board 1  
A Study on When and Why Psychological Contract Overfulfillment Is Not Appreciated

Drawing on social projection theory, the authors proposed and tested system-justifying ideology as a boundary condition that explains when psychological contract overfulfillment does not result in positive emotion through low prosociality attribution in individualized employment relationships. Data from exploratory interviews and a survey study provided preliminary support for the theory.

Yuenlam Bavik, Hong Kong Polytechnic University
Kawon Kim, Hong Kong Polytechnic University
Jason Shaw, Nanyang Business School
Submitter: Yuenlam Bavik, wuyuenlam@gmail.com

105. Poster: 12:30PM–1:20PM  Board 2  
A Qualitative Investigation of Flow at Work: Strategies, Activities, and Disruptions

The study examined the open-ended experiences of flow at work and linked themes discovered in participants’ answers to their self-reported flow prevalence score at work. The results provide a number of insights regarding the maximization of flow at work, including employee strategies, specific activities used, environmental factors, and disruptive factors.

David Cassell, Hofstra University
Jared Weintraub, Hofstra University
Submitter: David Cassell, davidscassell@gmail.com

106. Poster: 12:30PM–1:20PM  Board 3  
Faking in Trait Measures of Motivation

Nine instruments identified as potential measures of general motivation were assessed for response bias. Participants completed selected instruments in both honesty and fake-good conditions. Within-subjects analyses demonstrated a significant difference between faking and honesty conditions (ds > .22) on all scales, save for the Fun-Seeking subscale of the Behavioral Activation System (d = -.09).

Cassandra E. Colton, Ohio University
Jeffrey B. Vancouver, Ohio University
Submitter: Cassandra E. Colton, cassandra.colton@gmail.com

107. Poster: 12:30PM–1:20PM  Board 4  
Trait Motivation: A Meta-Analysis of Predictive Validity

The relationship between trait motivation and performance was assessed for 9 scales based on 92 studies (N = 32,386). The strength of the relationship varied by measure, with ps ranging from zero to .29. The Work Preferences Inventory had the strongest correlation (p = .29). Discussion focuses on how the field might improve and further evaluate measures of motivation for selection purposes.

Cassandra E. Colton, Ohio University
Jeffrey B. Vancouver, Ohio University
Submitter: Cassandra E. Colton, cassandra.colton@gmail.com

108. Poster: 12:30PM–1:20PM  Board 5  
A Latent Profile Analysis of PsyCap: Impressive Employees or Measurement Issues?

A latent profile analysis was applied to PsyCap, which consists of hope, self-efficacy, optimism, and resilience. Only quantitatively different profiles emerged, though findings are still novel and enhance PsyCap
theory. Unless an inextricable link exists between dimensions, these results and ceiling effects lead to ultimate concerns of the PsyCap scale's ability to discriminate at higher levels.
Kelsey Len Couture, Kansas State University
Patrick A. Knight, Kansas State University
Submitter: Kelsey Len Couture, kelseylencouture@gmail.com

109. Poster: 12:30PM–1:20PM Board 6
Fulfilling Their Purposes to Elicit Their Best
Two studies were conducted to advance understanding of individual purpose and the impact in the workplace. A taxonomy of purpose and a survey of purposefulness were developed in Study I. In Study II, the relations among types of purpose, purposefulness, and 2 work-related outcomes—work engagement and organizational commitment—were examined.
Guangrong Dai, Korn Ferry
Signe Magnuson Spencer, Korn Ferry Institute
E. Susanne Blazek, Korn Ferry
Submitter: Guangrong Dai, guangrong.dai@kornferry.com

110. Poster: 12:30PM–1:20PM Board 7
What Makes a Job a Good Job? A Meta-Analytic Investigation
In recent years, organizations have been seeking ways to attract, engage, and retain talent by designing compelling employee value propositions (EVPs). But the concept is still relatively new, and a number of questions remain. This study used meta-analytic techniques to determine what EVP elements are valued by employees.
Patrick K. Hyland, Mercer | Sirola
David W. Reeves, IL, Mercer | Sirola
Anthony W. Caputo, Remesh.ai
Submitter: Patrick K. Hyland, patrick.hyland@mercer.com

111. Poster: 12:30PM–1:20PM Board 8
So Can It: How Capitalizing on Others' Success Leads to Empowerment and Performance
Authors posited and tested a model wherein capitalization on positive events happening to peers at work would be related to heightened psychological empowerment as well as subsequent performance behaviors (i.e., adaptive performance learning and organizational citizenship behaviors). Evidence of how strong work centrality strengthens this indirect relationship is reported.
Lars U. Johnson, Wayne State University
Candice L. Thomas, Saint Louis University
Tara Grambo, Wayne State University
Emily David, China Europe International Business School (CEIBS)
Amer Odeh, Wayne State University
Tyleen N. Lopez, Wayne State University
Submitter: Lars U. Johnson, larsjohnson64@gmail.com

112. Poster: 12:30PM–1:20PM Board 9
A Daily Diary Examination of Work/Nonwork Need Fulfillment Spillover
The relationship between daily work and nonwork need fulfillment and their relationships with satisfaction were examined. At-work fulfillment of relatedness and autonomy needs was positively related to fulfillment outside of work. However, fulfillment outside of work did not predict the next-days’ fulfillment at work. In both domains, greater need fulfillment was associated with greater satisfaction.
Amanda Kopydlowski, Work Effects
Aaron M. Schmidt, University of Minnesota
Submitter: Aaron M. Schmidt, aschmidt@umn.edu

113. Poster: 12:30PM–1:20PM Board 10
Learned Helplessness: A Control Construct With Prediction Over Locus of Control
Prior research has examined effects of locus of control (LOC) on motivational, affective, and performance outcomes at work. Authors theorized potential benefits of using learned helplessness (LH) to predict outcomes over LOC because LH captures additional control-related content. Results (N = 794) indicated that LH accounted for unique variance beyond LOC in 8 out of 9 work outcomes examined.
Nicholas Kovacs, PRADCO
Debra Steele-Johnson, Wright State University
Submitter: Nicholas Kovacs, nkovacs@comcast.net

114. Poster: 12:30PM–1:20PM Board 11
The Joy of Gratification: Short-Term Boost or Long-Term Success?
Authors examined the effect of promotions and pay raises on job satisfaction based on a large-scale representative German panel with 23,919 observations longitudinally across a period of 25 years. Promotions positively affected job satisfaction for no more than 1 year. Furthermore, a promotion appeared to be worth more than a 100% wage increase evaluated at the mean of income.
Siegmund Otto, Universität Hohenheim
Vincent Dekker, Daimler AG
Hannah Dekker, HR Diagnostics
David Richter, German Institute for Economic Research
Sarah Zabel, Universität Hohenheim
Submitter: Siegmund Otto, siegmundotto@uni-hohenheim.de

115. Poster: 12:30PM–1:20PM Board 12
Ya Gotta Wanna: Shifting Motivational Priorities in the Self-Control Process
Self-control has important consequences but little research has examined the underlying mechanisms involved in self-control over time. This study examined the shifting priorities process model of self-control. The findings provide new insights regarding motivational shifts over time, delay of gratification and future time perspective as antecedents, and work ethic and task performance as outcomes.
Keemia Vaghef, ReedGroup
Patrick D. Converse, Florida Institute of Technology
Katrina Piccone Merlini, Florida Institute of Technology
Nicholas Aaron Moon, Florida Institute of Technology
Submitter: Keemia Vaghef, kvaghef2012@my.fit.edu

116. Poster: 12:30PM–1:20PM Board 13
Can Your Passion Last? The Role of Job Crafting and Their Reciprocal Relationships
Authors examined whether job crafting behaviors could change and sustain passion for work. A 6-wave investigation showed positive and reciprocal relationships between harmonious passion for work and job crafting behaviors (task crafting and cognitive crafting) and a positive and reciprocal relationship between obsessive passion and cognitive crafting.
Xin Zhang, Chinese University of Hong Kong
Wen-Dong Li, Chinese University of Hong Kong
Hannes Zacher, Leipzig University
Hong Zhang, Chinese University of Hong Kong
Submitter: Xin Zhang, xinzhang@link.cuhk.edu.hk

117. Poster: 12:30PM–1:20PM Board 14
Malleability of “Soft Skill” Competencies: Development With Entry-Level Experience
Authors evaluated the longitudinal development of military recruits on 17 distinct “soft skill” competencies during their 4-year enlistment based on ratings from 1,059 technical training instructors and 6,894 first-line supervisors. Extent of development is compared and implications discussed for the prioritization of certain competencies in personnel selection rather than training or development.
Laura G. Barron, U.S. Air Force
Mark R. Rose, U.S. Air Force
Submitter: Laura G. Barron, laura.barron@us.af.mil

118. Poster: 12:30PM–1:20PM Board 15
Leveling Up: The Effects of Branding on Gamified Assessments
Authors utilized a 2 x 2 experimental design to examine the effects of branding during a gamified assessment. Specifically, they examined if branding was related to differences in applicant’s views of organizational attraction and organizational personality. Findings indicated a significant relationship between branding during gamified assessments and style (Y = .64, p = .02).
Philip S. DeOrientis, Michigan State University
119. Poster: 12:30PM–1:20PM  Board 16
How Do Organizational Cues Influence Applicant Perceptions: Identity Safety or Fit?
Authors examined 2 potential mechanisms through which organizational identity cues influence minority applicant perceptions: identity safety and person−organization fit. Findings indicated that mindset predicted both mechanisms and identity centrality moderated this relationship. Organizational trust and attractiveness mediated the relationship between both mechanisms and willingness to apply.
Justin Bryan Duby, Michigan State University
Lauren A. Collier-Spruel, Michigan State University
Danielle D. King, Rice University
Ann Marie Ryan, Michigan State University
Submitter: Lauren A. Collier-Spruel, colli719@msu.edu

120. Poster: 12:30PM–1:20PM  Board 17
A Question of Morality: Is There a Double Standard When It Comes to Algorithms?
Authors examined if human versus algorithm-based recommendations differentially affect fairness perception and moral judgment of an outcome in a personnel preselection process that appears either fair or possibly unfair. Results indicate that the type of recommender (human vs. algorithm) is more important for moral judgment and perceived fairness than the preselection outcome itself.
Tina Feldkamp, Universität des Saarlandes
Markus Langer, Universität des Saarlandes
Leo Wies, Universität des Saarlandes
Submitter: Markus Langer, markus.langer@uni-saarland.de

121. Poster: 12:30PM–1:20PM  Board 18
Will Having an HR Certification Overcome Biases in Age and Race in Résumé Screening?
HR certification value was examined concurrently with being older and having a Black sounding name. Participants evaluated 4 equivalent résumés for an HR manager’s job except 2 having Black sounding names; 2 older than 50, and 3 having an HR certification. Having an HR certification was not associated with higher job suitability when an applicant is older with a Black sounding name.
Nhung T. Hendy, Towson University
Submitter: Nhung T. Hendy, nhundy@towson.edu

122. Poster: 12:30PM–1:20PM  Board 19
The Effect of Cognitive Load on Gender Discrimination in Job Interviews
Authors examined the influence of cognitive load (CL) on interviewers’ likelihood to gender discriminate. Participants were randomly assigned to either a high or low CL condition, then assessed a male and a female candidate applying for a male or female dominated job. CL did not affect interview ratings; but, participants under high CL selected the stereotypically congruent candidate more often.
Sulan Kith, McMaster University
Deborah M. Powell, University of Guelph
Scott A. Cassidy, University of Guelph
Submitter: Deborah M. Powell, dpowell@uoguelph.ca

123. Poster: 12:30PM–1:20PM  Board 20
Re-Examining the Effect of Mid-Test Warnings on Faking on Personality Inventories
This study investigates the effect of mid-test warnings on decreasing faking by expanding on the promising but limited research. Through use of a manipulation and standard 5-factor personality inventory, this study finds that mid-test warnings may be a better alternative to traditional warnings, particularly on job-relevant scales and administered solely to those who are engaged in faking.
Irina Kuzmich, The Graduate Center, CUNY and Baruch College
Charles A. Scherbaum, Baruch College & The Graduate Center, CUNY
Submitter: Irina Kuzmich, kuzmichirina@gmail.com

124. Poster: 12:30PM–1:20PM  Board 21
Reactions to Diversity Recruitment Ads Among Foreign-Born Asian Job Seekers
Authors examined the effects of recruitment ads on foreign-born Asian job seekers and the role of other-group orientation and ethnic identity on the relationship. A negative relationship between uniform-salient recruitment ad and organizational attractiveness was found. Other-group orientation weakened the negative relationship. No significant effect of ethnic identity on relationship was found.
Jason R. Lambert, Texas Woman’s University
Ekundayo Y. Akinlade, University of Wisconsin-Parkside
Dynah Basuil, Asian Institute of Management
Submitter: Jason R. Lambert, jilambertphd@gmail.com

125. Poster: 12:30PM–1:20PM  Board 22
Consequences of Experienced and Observed Recruiter Incivility
Drawing from the literature on workplace aggression and incivility, this study investigates the effects of recruiter incivility on organizational attraction and the moderating effects of recruiter’s organizational embodiment using experimental vignette methodology. Results from 344 participants provided supports for the hypotheses. Findings and implications are discussed.
Juseob Lee, University of Central Florida
Steve M. Jex, University of Central Florida
Mindy K. Shoss, University of Central Florida
Submitter: Juseob Lee, juseob.lee@knights.ucf.edu

126. Poster: 12:30PM–1:20PM  Board 23
Relationships Between Personality and Behavior in Employment Games
Authors investigated how the Big 5 factors of personality relate to 9 factors generated from 11 gamified assessments. Using a counterbalanced design, 1,052 adults played these gamified assessments and completed a traditional self-report measure of personality. Four of the 9 tested gameplay factors converged with 1 or more of the Big 5.
Jenna Ellen-Marie McChesney, North Carolina State University
Zachary M. Roberts, pymetrics
Jackson Dolphin, pymetrics
Anne Thissen-Roe, pymetrics
Submitter: Jenna Ellen-Marie McChesney, jemcches@ncsu.edu

127. Poster: 12:30PM–1:20PM  Board 24
Does It Matter Who You Take the Test With?
Assessment centers usually include a leaderless group exercise where a group of individuals work together on a task. The extent to which individual performance was influenced by the composition of the AC group was examined. The presence of test takers with high preferences for assuming specific team roles accounted for a significant proportion of individual performance variance.
Gonzalo J. Munoz, Universidad Adolfo Ibáñez
Lorna Andrea Cortés Urrutia, Universidad Adolfo Ibáñez
Submitter: Gonzalo J. Munoz, gonzalo.munoz@uai.cl

128. Poster: 12:30PM–1:20PM  Board 25
Practitioner Resistance to Structured Interviews: Comparison of Two Models
This study compares the theory of planned behavior (Ajzen, 1991) and the revised technology acceptance model’s (Szajna, 1996) ability to explain structured interview resistance for selection. Both models predicted...
roughly 40% of the variance in interview use behavior. The technology acceptance model, however, was a better fit to the data.

Samantha A. Nesnidol, Ford Motor Company
Scott Highhouse, Bowling Green State University
Submitter: Samantha A. Nesnidol, snesnidol@gmail.com

129. Poster: 12:30PM-1:20PM  Board 26
Selection Methods’ Influence on Perceptions of Organizational Culture
Despite a general understanding of how job applicants react to various selection methods, little research has explored the impact these methods may have on perceptions of organizational culture. Building on the limited prior research in this area, it was found in an experimental setting that the selection method an organization used had an impact on peoples’ perceptions of the organization’s culture.
Thaddeus B. Rada-Bayne, North Central College
Submitter: Thaddeus B. Rada-Bayne, tbradabayne@nocotr.edu

130. Poster: 12:30PM-1:20PM  Board 27
Fairness and Respect: Reactions to Artificial Intelligence in Employee Selection
Authors examined reactions to artificial intelligence in LinkedIn and interview assessments across 2 contexts: AI developed using (a) expert insights and (b) job incumbent data. Findings show significant differences in perceptions of fairness (\(r = .18\)) and interpersonal respect (\(r = 1.10\)) based on the combination of methods used to evaluate the assessments when compared to human-expert judgment.
Jess C. Rigos, Hofstra University
Kevin Nolan, Hofstra University
Submitter: Jess C. Rigos, jess.rigos@gmail.com

131. Poster: 12:30PM-1:20PM  Board 28
Discrimination via the Questions Asked During Job Interviews: Role of Xenophobia
The effects of candidates’ perceived nationality and acculturation on interviewers’ intentions to ask questions assessing person-job and person-organization fit were examined. Interviewers intend to ask more questions about person-organization fit and less questions about person-job to foreign candidates, especially when they had low acculturation and interviewers’ xenophobia was high.
Aditi Rabindra Sachdev, Hofstra University
Kevin Nolan, Hofstra University
Submitter: Aditi Rabindra Sachdev, asachdev1@pride.hofstra.edu

132. Poster: 12:30PM-1:20PM  Board 29
Executive Search Consultants’ Biases Against Women (or Men?)
Women remain under-represented in leadership positions. Headhunters act as gatekeepers in hiring processes possibly having an impact on female disadvantage. Authors tested whether headhunters show an anti-woman bias. Neither an explicit nor an implicit measure revealed such a bias, though an implicit own-gender bias was found. This is worrying as the majority of headhunters are men.
Rudolf Siegel, Universität des Saarlandes
Cornelius J. König, Universität des Saarlandes
Yannick Zobel, Universität des Saarlandes
Markus Langer, Universität des Saarlandes
Submitter: Markus Langer, markus.langer@uni-saarland.de

133. Poster: 12:30PM-1:20PM  Board 30
Implicit Biases in Evaluating Information Gathered During Social Network Screenings
Authors analyzed how 4 types of information commonly available about an applicant on social media sites influence the likelihood that the applicant will be recommended to be hired. Applicants that post information about parental obligations, alcohol consumption, and political views are less likely to be recommended for hire than applicants who do not post these types of information.
Payton Stewart, University of Houston
James E. Campion, University of Houston
Submitter: Payton Stewart, pmstewa@gmail.com

134. Poster: 12:30PM-1:20PM  Board 31
Hire Education: A Meta-Analytic Review of Interview Coaching Effectiveness
Authors examined the impact of formal interview coaching on hiring-related outcomes across 23 studies. Results support the effectiveness of such training in improving job interview performance (\(r = .65\)) as well as increasing the extension of job offers (\(r = .35\)). Both applicant age and time spent training mediated the effectiveness of coaching.
Rachel Whitman, Auburn University
Michael A. Rotz, Auburn University
Submitter: Rachel Whitman, rw0049@auburn.edu

135. Poster: 12:30PM-1:20PM  Board 32
How Should Employers Differentiate Their Employment Offers?
To be the employer of choice, employers should differentiate their employment offers from those of competitors. Results show that offering the same yet better affected job seekers’ preference more positively than offering something unique in lowly complex judgment/decision-making situations and in highly complex judgment/decision-making situations if job seekers had more work experience. Advanced
Lien M. Wille, Ghent University
Eva Derous, Ghent University
Bert Wejters, Ghent University
Submitter: Lien M. Wille, Lien.Wille@UGent.be

136. Alternative Session Type with Presenters: 1:00PM–1:50PM  201-202
Relationship Management 101: Understanding the Basics
After understanding how to network, how do you take your career to the next level? This alternative session blends panel and roundtable formats to teach and engage students, academics, and those early in their career on the introductory practices of relationship management, beginning with a presentation on fundamentals and concluding with a panelist-led discussion on the topic.
Robert Louis Simmons, Category One Consulting, Chair
Amber L. Burkhat, Hogan Assessments, Presenter
Cecilia Gaultney, Talentfoot Executive Search, Presenter
Karen Landay, University of Alabama, Presenter
Kyle J. Page, American Family Insurance, Presenter
Jade L. Peters-Votava, Nestle U.S.A., Presenter
Submitter: Robert Louis Simmons, robbieone1@gmail.com

137. Ignite: 1:00PM–1:50PM  203-204
Applying I-O to Healthcare: Opportunities for Research and Practice
The healthcare sector’s current human capital challenges are ones that deeply benefit from the training and expertise of I-O psychologists. In this IGNITE! Session, speakers will present on the impact that I-O psychologists are having on the field of medicine and highlight both research and practice opportunities for applying the profession to this context.
Melanie P. Standish, Illinois Institute of Technology, Co-Chair
Andrew N. Garman, NCHL/Rush University, Co-Chair
Jose L. Alba, Illinois Institute of Technology, Presenter
Cassia K. Carter, Advocate Aurora Health, Presenter
Katelyn J. Cavanaugh, University of Texas, MD Anderson Cancer Center, Presenter
Mary Nash, NYU Langone Health, Presenter
Ryan Y. Samia, Vidant Health, Presenter
Cassia K. Carter, Advocate Aurora Health, Presenter
Katelyn J. Cavanaugh, University of Texas, MD Anderson Cancer Center, Presenter
Mary Nash, NYU Langone Health, Presenter
Ryan Y. Samia, Vidant Health, Presenter
Arash Shokri, Center for Research and Services IIT, Presenter
Submitter: Melanie P. Standish, mstandis@hawk.iit.edu

138. Panel Discussion: 1:00PM–1:50PM  402-403
Losing Its Luster? Influence of AI Innovations (and Caveats) on Selection Consulting
Innovative selection techniques leveraging AI and machine learning continue to make positive and negative headlines. In this interactive session, a diverse panel of consultants, a data scientist and an attorney will take questions and discuss how these evolving novel techniques influence selection consulting and how we can ensure responsible use
Submitter: Cindy McCauley, mccauley@ccl.org

Cindy McCauley, Center for Creative Leadership, mon challenges of this work. What I-O psychologists can uniquely bring collective performance, as well as strategies for dealing with the com-

This session highlights approaches and techniques used by experienced Coaching Executive Teams: An I-O Perspective

Coaching Executive Teams: An I-O Perspective

Submitter: Melissa D. Haudek, mhaudek@dciconsult.com

Melissa D. Haudek, DCI Consulting Group Inc., Panelist

Michelle Duncan, Jackson Lewis P.C.,

Panelist

Andrew L. Solomonson, Delta Air Lines,

Rebecca L. Fraser, Association of American Medical Colleges,

Jessica Wooldridge Brown, Amazon,

Panelist

Chair

Submitter: Peter J. Reiley, peterreiley@FoundationForVETS.org

2020 SIOP Conference | THURSDAY PM | Austin, TX

of AI tools based on strong science and legal rigor.

Rick Hense, Bank of America, Chair

David Futrell, Walmart, Panelist

Mark Grouard, Nilan Johnson Lewis PA, Panelist

Isaac Benjamin Thompson, Modern Hire, Panelist

Kelly Trindel, pymetrics, Panelist

Amy Powell Yost, Capital One, Panelist

Submitter: Rick Hense, rick.hense@bofa.com

139. Symposium: 1:00PM–2:20PM 408-409

Attacking on All Fronts: Examining the Stages of Military Veteran Transition

Presenters discuss military veteran transition research spanning multiple stages. Topics include military members’ pretransition expectations and readiness; comparing transitioning veterans to nonveterans on prehire assessments and differences among their experiences, purpose, and engagement in the workforce; and identifying HR best practices and effective employer training post-transition.

Peter J. Reiley, U.S. Air Force Academy, Co-Chair

Adam H. Kabin, Korn Ferry, Co-Chair

Joshua Douglas Cotton, Floservse Corporation, Peter J. Reiley, U.S. Air Force Academy,

Overestimates of Transition Readiness Among Active-Duty Military Members

Jennifer A. Griffith, University of New Hampshire, Jensen T. Mecca, Modern Hire,

Daly Vaughn, Modern Hire, Prehire Assessment Differences in Veteran and Nonveteran Job Applicants

E. Susanne Blazek, Korn Ferry, Peter J. Reiley, U.S. Air Force Academy, Adam H. Kabin, Korn Ferry, Comparing Veterans to Nonveterans: Examining Experience, Purpose, and Engagement

Leslie B. Hammer, Portland State University, Nicholas A. Smith, Oregon Health & Science University, Todd Bodner, Portland State University, Cynthia D Mohr, Portland State University, Ryan Olson, Oregon Health & Science University, Kathleen F. Carlson, HSR&D Center to Improve Veteran Involvement in Care (CIVIC),

Moderating Effects of Veteran PTSD on Supervisor Training Effectiveness

Submitter: Peter J. Reiley, peterreiley@FoundationForVETS.org

140. Panel Discussion: 1:00PM–1:50PM 502-503

Let’s Put It in Stone: How Confident Are You in Your Technical Documentation?

Despite its importance and prevalence, technical documentation is infrequently discussed in the I-O field. In this introductory panel, experts will discuss their experiences producing technical reports considering 4 main topics: requirements according to professional standards, content alterations for the expected audience, common pitfalls in technical documentation, and best practices.

Melissa D. Haudek, DCI Consulting Group Inc., Chair

Jessica Wooldridge Brown, Amazon, Panelist

Rebecca L. Fraser, Association of American Medical Colleges, Panelist

Andrew L. Solomonson, Delta Air Lines, Panelist

Michelle Duncan, Jackson Lewis P.C., Panelist

Sarah (Gilbert) Layman, DCI Consulting Group, Inc., Panelist

Submitter: Melissa D. Haudek, mhaudek@dciconsult.com

141. Panel Discussion: 1:00PM–1:50PM Brazos

Coaching Executive Teams: An I-O Perspective

This session highlights approaches and techniques used by experienced I-O professionals engaged in coaching executive teams for enhanced collective performance, as well as strategies for dealing with the common challenges of this work. What I-O psychologists can uniquely bring to executive team coaching will be explored.

Cindy McCauley, Center for Creative Leadership, Chair

Paul R. Damiano, Good Works Consulting, Panelist

Paige K. Graham, Center for Creative Leadership, Panelist

Vicki V. Vandaveer, Vandaveer Group, Inc, Panelist

Submitter: Cindy McCauley, mccauley@ccld.org

142. Panel Discussion: 1:00PM–1:50PM  JW Grand Salon 1

Humanistic Machines: Artificial Intelligence and Fairness in Employee Selection

This session brings together a diverse panel—representing research, practice, and the legal arena—to discuss artificial intelligence (AI) and machine learning (ML) in employee selection. Panelists will share insights on the current and future state of AI/ML, focusing on issues of compliance with legal and professional guidelines, and ensuring ethical, humanistic, and valid AI/ML-based tools.

Richard Justenhoven, Aon Assessment GmbH, Chair

Manuel F. Gonzalez, Baruch College & Graduate Center, CUNY, Co-Chair

Nicholas R. Martin, Aon, Co-Chair

Lei Shirase, Aon, Co-Chair

Achim Preuss, Aon/au/e, Co-Chair

Anthony S. Boyce, Amazon, Panelist

Josh Adam Gelb, Nationwide Building Society, Panelist

Robert E. Gibby, IBM, Panelist

Richard N. Landers, University of Minnesota, Panelist

Elisabeth Sinclair, Zuhorn & Partner, Panelist

Submitter: Manuel F. Gonzalez, mgonzalez47@gmail.com

143. Panel Discussion: 1:00PM–1:50PM  JW Grand Salon 2

Four Stories of Real Culture Change

Despite the importance of organizational culture, many organizations still struggle with culture change given its complexity. This session will address these challenges by highlighting different approaches to “culture work.” Panelists from LinkedIn, TIAA, Masco, and Microsoft will share their experiences and perspectives on culture, key actions toward success, stories of impact, and key learnings.

Ia Ko, LinkedIn, Chair

Rex Backes, TIAA-CREF, Panelist

Zachary M. Love, TIAA, Panelist

Irada Sadykhova, Microsoft, Panelist

Erin Swartout, Masco Corporation, Panelist

Rena R. Yi, LinkedIn, Panelist

Submitter: Ia Ko, happyiaiko@gmail.com

144. Alternative Session Type with Presenters: 1:00PM–1:50PM  JW Grand Salon 3

Non-g-O-centric Models of Cognitive Abilities and Their Relevance to I-O Psychology

I-O psychology has a primarily g-centric view of cognitive abilities, emphasizing general mental ability and downplaying specific abilities and cognitive processes. An expert panel will present an intermediate-level summary of 5 alternative ability models and then the panel and audience will discuss their relevance for I-O psychology, including potential research and practice implications.

Harrison J. Kell, Educational Testing Service, Chair

Serena Wee, University of Western Australia, Co-Chair

William Becker, Virginia Tech University, Presenter

Margaret E. Beier, Rice University, Presenter

Jonas W. B. Lang, Ghent University, Presenter

Charles A. Scherbaum, Baruch College & The Graduate Center, CUNY, Presenter

Submitter: Harrison J. Kell, hkell@ets.org

145. Alternative Session Type with Presenters: 1:00PM–1:50PM  JW Grand Salon 4

Design Thinking and Empathy Mapping for I-Os

This session will provide participants with an overview of design thinking and empathy mapping as well as strategies for developing new products that will apply in a highly interactive session to address common challenges faced by I-O psychologists, such as enhancing candidate and employee experience or getting support from stakeholders.

Ruchi Patel, Aon, Chair

Greg Torossian, Elevate Hire, Presenter

Charbel Semaan, Sprintwell, Presenter

Ave Shalom, Aon, Presenter

Submitter: Ruchi Patel, ruchipatel2003@gmail.com
146. Panel Discussion: 1:00PM–1:50PM J W Grand Salon 5
A Pine Box for the 9-Box: Delivering More Value in the Talent Review
The 9-box has become synonymous with the talent review process for many organizations. Focus on 9-box placement over gathering valid data and making good talent decisions has resulted in an inefficient, complex, and time-consuming exercise with few tangible benefits. This session will explore alternative approaches that simplify and/or replace the 9-box and improve both process and outcomes.
Scott E. Bryant, DDI, Chair
Michael J. Benson, General Mills, Panelist
Sarah Evans, ServiceMaster, Panelist
David Mahi, Kimberly-Clark, Panelist
Matthew J. Paese, DDI, Panelist
Submitter: Scott E. Bryant, scott.bryant@ddiworld.com

147. Panel Discussion: 1:00PM–1:50PM J W Grand Salon 6
Making Work Human: People Analytics in the Human–Digital Age
This panel explores how people analytics can be leveraged to gain novel insights from a new wave of HR technologies centered on humanizing the workplace. Such technologies are designed to enhance human connection, reinforce culture and performance. Panelists will highlight the impact of these technologies on a range of important talent initiatives and outcomes through advanced analytics.
Gregory W. Stevens, Workhuman, Chair
Madison W. Beard, Cisco, Panelist
Lynn Melissa Boyle, Symantec, Panelist
Jennifer J. Brown, Hurnu, Panelist
Travis J. Drake, Citizens Bank, Panelist
Submitter: Gregory W. Stevens, gwstevens@gmail.com

148. Symposium: 1:00PM–1:50PM J W Grand Salon 7-8
Unpacking Organizational, Multiteam, and Team System Dynamics
Organizations have been viewed as dynamic systems composed of individuals and teams since the 1930s, but most research has not examined those dynamics. This symposium highlights 3 innovative projects that use sophisticated approaches to unpack the process dynamics driving team and multiteam system phenomena. An interactive discussion will be facilitated following the presentations.
Georgia T. Chao, Michigan State University, Co-Chair
Steve W. J. Koslowski, Michigan State University, Co-Chair
Gregory A. Ruark, U.S. Army Research Institute, Co-Chair
James A. Grand, University of Maryland, Goran Kuljanin, DePaul University, Michael T. Braun, DePaul University, Georgia T. Chao, Michigan State University, Steve W. J. Koslowski, Michigan State University, Bottom-Up Influence in Organizational Systems: Does One Person Make a Difference?
Dale E. Watson, Penn State Harrisburg, John E. Mathieu, University of Connecticut, Michael A. Campion, Purdue University, Samuel E. Kaminsky, Google, Panelist
Elizabeth Dysart, Hofstra University, Panelist
Dan V. Simonet, Montclair State University, Panelist
Maura J. Mills, University of Alabama, Panelist
Peter D. Bachiochi, Eastern Connecticut State University, Panelist
Carrie A. Bulger, Quinnipiac University, Panelist
Submitter: Georgia T. Chao, chaog@msu.edu

149. Alternative Session Type with Presenters: 1:00PM–1:50PM Lone Star Salon A
Learning From My Mistakes: A Series of Personal Case Studies
This session will cultivate I-Os identity as a body of professionals who try to do the right thing but occasionally fail. Leading SIOP Fellows will share mistakes they have made throughout their careers in the conduct of I-O and collectively explore the warning signs that were either missed or dismissed.
Brad A. Chambers, BTS USA, Chair
Jürgen Bank, BTS USA, Co-Chair
Michael A. Campion, Purdue University, Presenter
Wayne F. Cascio, University of Colorado Denver, Presenter
Elaine D. Pulakos, PDRi, an SHL Company, Presenter
Nancy T. Tippins, The Nancy T. Tippins Group, Presenter
Submitter: Brad A. Chambers, brad.chambers@bts.com

150. Panel Discussion: 1:00PM–1:50PM Lone Star Salon B
The (I-O) People of People Analytics: Career Paths for I-Os in a Data-Driven HR World
People analytics (PA) leverages data and technology to uncover insights that inform people practices, policies, and programs. I-Os possess content expertise and analytical skills that qualify them to contribute to this field and impact business goals. Breadth of possible career paths remains a black box to many I-Os. This session will feature 5 panelists who occupy PA roles in their organization.
Hannah Markell-Goldstein, Capital One, Co-Chair
Jennifer P. Green, HumRRO, Co-Chair
Christopher P. Cerasoli, Boston Scientific, Inc., Panelist
Meredith R. Coats, Capital One, Panelist
Andrew B. Collmus, Facebook, Panelist
Samuel E. Kaminsky, Google, Panelist
Michael Litano, BetterUp, Panelist
Submitter: Hannah Markell-Goldstein, hmarkell@gmu.edu

151. Panel Discussion: 1:00PM–1:50PM Lone Star Salon C
Not My Grandparents’ Classrooms: Innovations in I-O Training
This interactive panel includes 6 panelists who represent a range of schools and programs across the country. They will present a wide range of innovative teaching strategies used by faculty teaching industrial and organizational (I-O) psychology to both graduate and undergraduate students. The panel will be highly interactive and each panelist will provide details of their approach.
Comila Shahani-Denning, Hofstra University, Chair
Elizabeth Dysart, Hofstra University, Panelist
Dan V. Simonet, Montclair State University, Panelist
Maura J. Mills, University of Alabama, Panelist
Peter D. Bachiochi, Eastern Connecticut State University, Panelist
Carrie A. Bulger, Quinnipiac University, Panelist
Submitter: Comila Shahani-Denning, pscycz@hofstra.edu

152. Panel Discussion: 1:00PM–1:50PM Lone Star Salon F
Video Interviewing 2.0: Beyond Best Practices and Artificial Intelligence Implications
This panel will discuss some of the major technical, legal, and best practice considerations when investigating the use of video interviews for organizations. The panel will highlight practical examples of video interviewing programs at well-established organizations, the evolution of video interviewing from lessons learned, and AI considerations considering recent legislation.
Andrea Valentine, Merck & Co., Chair
Brett Gatesman, PSI Services, LLC, Panelist
Joseph Meyer, AROS, Panelist
Cheryl Oxley, OutMatch, Panelist
Kevin John Rutherford, Verizon, Panelist
Submitter: Andrea Valentine, andrea.valentine@merck.com

153. Panel Discussion: 1:00PM–1:50PM Lone Star Salon G
Changing the Career Development Narrative: Internal Mobility for the 2020 Workforce
Practitioners from 4 different organizations will speak about the research and programs they have implemented to keep up with the evolving nature of talent mobility. Each will share how they are working to change their organization’s narrative around career development through HR analytics, critical experiences, skill portfolios, and talent reviews, followed by an interactive discussion.
Rachel T. Hill, VMware, Chair
Julianne Brown, Deere & Co., Panelist
Rose Fonseca, PepsiCo, Panelist
Stephanie L. Murphy, Dell Technologies, Panelist
Submitter: Rachel T. Hill, rachelhill20@gmail.com

154. Alternative Session Type with Presenters: 1:00PM–1:50PM Lone Star Salon H
The Path to Linking C-Suite Personality/Behavior to Firm-Level Metrics
C-suite success is measured by a company’s financial performance. Authors link CEO personality to firm financial metrics and use a tutorial
framework to discuss challenges faced when building a dataset and generating models used for analyses. Focus shifts and 2 research programs are presented on how leader personality/behavior influences firm performance.

Michael A. Tapia, Hogan Assessments, Co-Chair
Matthew R. Lemming, Hogan Assessments, Co-Chair
Andrew B. Blake, Texas Tech University, Presenter
Megan Rene Turner, University of Oklahoma, Presenter
Stephen Good, University of Tulsa, Presenter
James Dunbar, JKD Talent Solutions, Presenter
Submitter: Michael A. Tapia, michaelalbertotapia@gmail.com

155. Special Event: 1:30PM–2:50PM  Lone Star Salon D
SIOP Select: HOW to Foster Inclusion—Best Practices for People and Organizations
What can people and organizations do to foster inclusion? What practices at the individual, interpersonal, group, and organizational levels can best help to create both experiences and cultures of inclusion? Join us for a highly interactive session to map the behaviors, practices, and strategies most likely to foster inclusion across diverse groups and organizations.

Bernardo M. Ferdman, Ferdman Consulting, Co-Chair
Stuart C. Carr, Massey University/Project Glow, Co-Chair
Dnika Travis, Catalyst, Presenter
Binna Kandola, Pearn Kandola, Presenter
Katina Sawyer, George Washington University, Presenter
Submitter: Emily G. Solberg, emily.solberg@shl.com

156. Symposium: 1:30PM–2:50PM  Lone Star Salon E
Machine Learning for I-O 2.0
Machine learning (ML) techniques have been increasingly used by industrial-organizational (I-O) psychologists to derive insights and solve problems in the world of work. This symposium presents and integrates ML techniques used for analyses. Focus shifts and 2 research programs are presented on how leader personality/behavior influences firm performance.

Mengqiao (MQ) Liu, Amazon, Chair
Li Guan, Aon, Stefan Gaentner, Aon, Amy Garner, Aon Inc., Identifying Alternative Job Choices Based on Employees’ Job Profiles
Ivan Hernandez, Virginia Tech, Andrea Sanders, DePaul University, Soonyoung Kim, Virginia Tech, Steven Towe, DePaul University, Deep Selection: Inferring Employee Traits from Resume Style Using Neural Networks
Louis Hickman, Purdue University, Nigel Bosch, University of Illinois at Urbana-Champaign, Louis Tay, Purdue University, Vincent Ng, Purdue University, Rachel M. Saef, Northern Illinois University, Sang Eun Woo, Purdue University, Investigating Emotion Analytics for Predicting Personality in Video Interviews
Elizabeth A. McCune, Microsoft, Jason Lewis, Microsoft, Victoria Westerhoff, Microsoft, Scalable Analysis of Employee Comments Leveraging NLP and an Analytics Platform
Fred Oswald, Rice University, Discussant
Submitter: Mengqiao (MQ) Liu, mengqiao.liu7@gmail.com

157. Poster: 1:30PM–2:20PM  Board 1
How Daily Workload Impacts Sleep Quality: The Mediating Role of Sleep Hygiene
Authors examined the relationships among workload, sleep hygiene behaviors, and sleep quality in a daily diary study of full-time university staff employees. Results indicate that arousal-related sleep hygiene behaviors mediate the relationship between high workload and subsequent sleep impairment.

Maryana Arvan, University of Central Florida
Paul E. Spector, University of South Florida
Submitter: Maryana Arvan, msheroiansan@mail.usf.edu

158. Poster: 1:30PM–2:20PM  Board 2
A Framework for Assessing Data Analytics Readiness
The safety industry lags behind in Big Data utilization due to various obstacles, including lack of analytics readiness or knowledge. A data analytics readiness tool can assist the safety industry with Big Data by describing an organization’s present state of analytics readiness and next steps in building towards predicting safety incidents and identifying preventative measures.

Maira Compagnone, Appalachian State University
Tara O’Neil, Appalachian State University
Royale Nicholson, Appalachian State University
Anne Foreman, The National Institute for Occupational Safety and Health
Yalcin Ackgoz, Appalachian State University
Timothy Ludwig, Appalachian State University
Shawn Bergman, Appalachian State University
Oliver Wirth, National Institute for Occupational Safety and Health
Jonathan Friedel, National Institute for Occupational Safety and Health
Submitter: Shawn Bergman, bergmans@appstate.edu

159. Poster: 1:30PM–2:20PM  Board 3
Help or Hindrance? A Daily Diary Study on the Workaholism–Performance Relation
Direct and indirect effects of workaholism on performance were tested using data from 119 employees over 10 consecutive days. Within the person level, daily workaholism directly and indirectly (via daily workload and burnout) influenced daily performance. At the between-person level, workaholism did not affect performance but indirectly influenced performance via workload and burnout.

Bethany Elliott, Old Dominion University
Xiaohong (Violet) Xu, Old Dominion University
Yisheng Peng, George Washington University
Peng Zhao, Indiana University
Wenqin Zhang, Nanjing University of Finance & Economics
Submitter: Xiaohong (Violet) Xu, redlittle1983@gmail.com

160. Poster: 1:30PM–2:20PM  Board 4
Development of the Person-Centered Support Scale for the Workplace
Carl Rogers’ person-centered humanistic theory was used to develop and validate a scale of person-centered support. The scale measures empathy, genuineness, and unconditional positive regard. Across 10 samples (N = 2,532), a scale is developed and validated for measuring 7 different support sources: organization, supervisor, coworkers, subordinates, customers/clients, family/friends, and mentor.

Kevin J. Eschleman, San Francisco State University
Rylan M. Charlton, U.S. Air Force
Jesse S. Michel, Auburn University
Sydney Ching, San Francisco State University
Wesley Hale, San Francisco State University
Submitter: Kevin J. Eschleman, kesch@sfsu.edu

161. Poster: 1:30PM–2:20PM  Board 5
Do Brooding and Reflection Mediate the Effect of Self-Reflection Resilience Training?
Authors evaluated self-reflection resilience training (SRT) with 204 officer cadets at the Royal Military College, Australia. Compared to an exposure-matched active control group, SRT resulted in significantly lower depression symptoms following a stressful period (3 months post intervention). Mediation analyses supported an indirect effect of SRT on depression via brooding but not via reflection.

Samantha Falon, Macquarie University
Eyal Karin, Macquarie University
Danny Boga, Australian Defence Force
Daniel Frank Gucciardi, Curtin University
Barbara Griffin, Macquarie University
Monique Frances Crane, Macquarie University
Submitter: Samantha Falon, samantha.falon@students.mq.edu.au

162. Poster: 1:30PM–2:20PM  Board 6
Experience Affecting Safety Behaviors and Self-Efficacy
To assess patterns of mastery and self-efficacy adjustment accrued with experience for task and safety behaviors, an experiment was conducted using minesweeper as a proxy for precarious work. Experience leads to increases in task and safety performance as well as task and safety self-efficacy. These unique self-efficacies can be incongruent and influence future performance and safety.
Challenge Demands and Family Outcomes: The Moderating Effect of Conscientiousness

Work–family conflict (WFC) occurs when personal resources are insufficient in coping with both job and family demands. Based on data from 282 employee-spouse/partner dyads, it was found that challenge job demands had negative indirect effects on marital satisfaction and parent–child relationship via WFC, and these indirect effects were dependent upon conscientiousness.

Cong Liu, Hofstra University
Yisheng Peng, George Washington University
Kimberly Rubenstein, Hofstra University
Jun Yang, University of North Carolina at Greensboro

Submitter: Cong Liu, cong.liu@hofstra.edu

Long Commutes and Well-Being: Examining Nonlinear Relations

Using data from 6 panel studies, authors examined the nonlinear relation between commute time and well-being through the application of the generalized additive model (GAM). Findings suggested mixed relations where both positive and negative impact of commute time on well-being were discovered.

Kevin C. Loo, George Mason University
Louis Boemermer, Penn State University
Lauren Kuykendall, George Mason University
Christopher Wiese, Georgia Institute of Technology
Carol Mindy Wong, George Mason University
Ze Zhu, George Mason University

Submitter: Kevin C. Loo, kloo@gmu.edu

Effects of Stress on Burnout and Job Satisfaction Among U.S. Air Force RPA Operators

Relationships between occupational stress with burnout and job satisfaction were assessed for RPA operators and whether member/leader social support buffered against stress. Findings indicated that higher levels of occupational stress are associated with increased odds of burnout and job dissatisfaction. Leader support significantly moderated the stress–job satisfaction relationship.

Rachael Martinez, Neurostat Analytical Solutions, LLC
Kinsey Blue Bryant-Lees, Northern Kentucky University
Tyler Mulhearn, Neurostat Analytical Solutions, LLC
Tanya Goodman, Neurostat Analytical Solutions, LLC
William Thompson, Neurostat Analytical Solutions, LLC
Wayne Chappelle, U.S. Air Force School of Aerospace Medicine

Submitter: Tanya Goodman, tanya.goodman08@gmail.com

Testing the Stress Specificity Hypothesis in United States Air Force Imagery Analysts

Although the relation between stress and negative health outcomes is widely recognized, the nature of specific stressor-strain outcome pairings, also known as the specificity hypothesis, is less well known. To explore this possibility, 310 participants completed a survey pertaining to stressors and health outcomes. Results provide support for the specificity hypothesis.

Tyler Mulhearn, Neurostat Analytical Solutions, LLC
Tanya Goodman, Neurostat Analytical Solutions, LLC
Rachael Martinez, Neurostat Analytical Solutions, LLC
Kinsey Blue Bryant-Lees, Northern Kentucky University
William Thompson, Neurostat Analytical Solutions< LLC
Wayne Chappelle, U.S. Air Force School of Aerospace Medicine

Submitter: Tyler Mulhearn, tylermulhearn@gmail.com

Physical Consequences of Experienced Incivility: The Role of Perserverative Cognition

Incivility is a form of mistreatment that continues to be on the rise within organizations and has negative health implications for employees. This study takes an intermediate methodological approach to examine the link between experienced incivility and physical health outcomes, specifically investigating the mediating roles of both rumination and mental fatigue.

Anthony Naranjo, University of Central Florida
Jenna Beltroano, University of Central Florida
Shiyang Su, University of Central Florida
Steve M. Jex, University of Central Florida

Submitter: Anthony Naranjo, anaranjo2@gmail.com

The Effects of Work-Family Conflict on Distress and Drinking to Cope

This study evaluates the influence of work-to-family conflict (WTFC) and family-to-work conflict (FTWC) on drinking to cope via distress within a group of post-911 veterans who have transitioned to the civilian workforce. Results from a time-lagged mediation model revealed significant positive indirect effects of both baseline WTFC and FTWC on 9-month drinking to cope via 3-month distress.

Timothy Oxendahl, Portland State University
Jacquelyn M. Brady, Portland State University
Leslie B. Hammer, Portland State University
Cynthia D. Mohr, Portland State University

Submitter: Timothy Oxendahl, oxendahl@pdx.edu

Insufficient Responding in Safety Surveys

Careless or insufficient effort responding (IER) is a known phenomena but how much it impacts the levels of the safety constructs we assess is unclear. Across 2 samples of oil and gas employees (total N = 1697), 4 measures of IER, and 19 workplace safety constructs, only the long-string measure was consistently related to 3 safety constructs.

Stephanie C. Payne, Texas A&M University
Stefan Val Dumiac, Texas A&M University
Ashley Lyrock, Texas A&M University

Submitter: Stephanie C. Payne, scp@tamu.edu

When Counterproductive Work Behavior Can Be Functional at Work

Authors explored whether, and to what extent, counterproductive work behavior (CWB) may be functional for employees at work. When employees experienced a high level of quantitative workload or high organizational constraints, individuals who turned to CWB also reported engaging in problem-solving strategies but experienced only modest increases in occupational self-efficacy.

Dena H. Rhodes, Hogan Assessments
Lisa M. Penney, University of South Florida Sarasota-Manatee

Submitter: Dena H. Rhodes, dhrodes@gwmail.gwu.edu

Incivility and Employee Silence: A Serial Mediation Model

Authors used a 2-wave data to examine the relationship between coworker incivility and employee silence in a sequential mediation model. The study found an indirect effect of coworker incivility on employee silence through organizational justice and intrinsic motivation while controlling for emotion-focused coping.

Wiston Rodriguez, The Graduate Center & Baruch College, CUNY
Jichang Ma, Peking University
Zhiqing E. Zhou, The Graduate Center & Baruch College, CUNY
Jichang Ma, Peking University

Submitter: Wiston Rodriguez, wiston.rodriguez@baruch.cuny.edu

Determinants of Successful Return to Work After Burnout

Building on the job demands-resources model and effort-recovery mod-
el. this study investigated determinants of return to work (RTW) among 818 ex-burnout patients. Organizational support, autonomy regarding RTW, emotional stability, and sleep enhanced RTW, whereas burnout severity and a lack of family support were obstacles in RTW. Strengths, limitations, and implications are discussed.

Claudia Rooman, Ghent University
Eva Derous, Ghent University
Philippe Sterkens, Ghent University
Stijn Baert, Ghent University
Submitter: Claudia Rooman, claudia.rooman@UGent.be

184. Poster: 1:30PM–2:20PM  Board 28
Nurse Stress Prep: Training Redesign to Impact Longevity in Field
Multidisciplinary project gathered perceptions of workplace stress relevant to today’s nurse professionals. Mixed-method design assessed stressor–strain factors affecting alumni from nursing programs currently working in field. Themes included identified burnout, work–life conflict, invisibility, the need for more experiential opportunities during training, and the importance of resilience/recovery.
April D. Schantz, University of West Florida
Jill Jackson Van Der Like, University of West Florida
Meagan Kent, University of West Florida
Submitter: April D. Schantz, eschantz@uwf.edu

185. Poster: 1:30PM–2:20PM  Board 29
Unpacking Workplace Social Support Judgments: A Policy Capturing Experiment
Organizational theories and outcomes rely on accurate understanding of social support at work. Yet, support definitions and scales ignore the contribution of unsupportive exchanges (i.e., mistreatment). Applying the lens model as a framework for a policy capturing study, results suggest that instrumental support, emotional support, and mistreatment cues are used to make global support judgments.
Claire Elizabeth Smith, Bowling Green State University
Lexi Hirvo, Bowling Green State University
Clare L. Barratt, Bowling Green State University
Submitter: Claire Elizabeth Smith, sclaire@bgsu.edu

186. Poster: 1:30PM–2:20PM  Board 30
Effects of Anticipatory Stress and Stress Forecasting on Well-Being Outcomes
In a daily study of college students, poor sleep and negative affect were related to anticipating a stressful day and an overestimation of stressor levels. Overestimating stressors in the morning was associated with negative affect at the end of the day. A belief in one’s ability to handle stressors was related to less anticipated stress and overestimation.
Yi-Ren Wang, University of Alabama
Alexandra Jira Martin, University of Tennessee at Chattanooga
Kristen Jennings Black, University of Tennessee at Chattanooga
Submitter: Yi-Ren Wang, ywang314@crimson.ua.edu

187. Poster: 1:30PM–2:20PM  Board 31
Acculturation Demands and Workplace Ostracism in Immigrant Workers
The authors examined acculturation demands, workplace ostracism, and employee outcomes among immigrant workers in the US. In this time-lagged research study, it was found that acculturation demands was positively related to workplace ostracism among immigrant workers. Employees’ cultural identity salience and harmony enhancement moderated these mediated relationships.
Myia S. Williams, Northwell Health
Cong Liu, Hofstra University
Submitter: Myia S. Williams, mwilliams2210@gmail.com

188. Poster: 1:30PM–2:20PM  Board 32
Workplace Communication: The Mediating Role of Burnout and Moderating Role of Gender
Using the social information processing theory, this study found that communication content predicted burnout among Korean employees. Burnout in turn, mediated the relationship between communication content and job outcomes (CWB, job satisfaction, turnover intention).
Gender moderated the communication–burnout relationship such that negative communication had a stronger effect on burnout in women.
Mansik Yun, Central Michigan University
Nga Do, Central Michigan University
Krystal N. Roach, Central Michigan University
Terry A. Beehr, Central Michigan University
Submitter: Mansik Yun, yun1m@cmich.edu

189. Symposium: 2:00PM–2:50PM  201-202
Who Am I? Changing Leader Self-Conceptualizations
Leader self-concepts drive the actions of leaders. Leader development scholars suggest that these self-conceptualizations of leadership change over time, either through natural maturation or as the result of leader development. In the proposed symposium, authors present 3 papers that explore the change in leader self-concepts over time.
David M. Wallace, U.S. Naval Academy, Chair
Jessica Francavilla, Montclair State University, Valerie I. Sessa, Montclair State University, Leadership Conceptualization
David M. Wallace, U.S. Naval Academy, Beyond Experience: The Development of Leader Identity Through Formal Instruction
Sarah Wittman, George Mason University, Laura Guillen, ESADE, Almudena Cañibano, ESCP Business School, Once a Leader, Always a Leader? Leader Identity Work Before and After Retirement
Submitter: David M. Wallace, dmwallace@usna.edu

190. Symposium: 2:00PM–2:50PM  203-204
Work Hard, Play Hard: Creating, Measuring, and Sustaining Fun in the Workplace
This symposium includes 3 presentations about workplace fun. Presenters draw from experience as external consultants and internal HR employees to discuss incorporating fun at work and how to measure fun as a cultural component. This symposium is intended for an intermediate audience and offers practical tips for injecting fun into work at a time when many companies are embracing the topic.
Lauren E. Wallace, Google, Taylor Barr, DaVita, Speak Freely: Are You Having Fun at Work?
Kyla J. Holcombe, Newmeasures, Understanding Employee Engagement Through Workplace Fun
Submitter: Kyla J. Holcombe, kyla@newmeasures.com

191. Ignite: 2:00PM–2:50PM  402-403
Feedback on Fire! Hot New Ideas to Get People to Love Feedback as Much as We Do
Presenters will share innovative feedback techniques they have tested in their work and research. The session draws on empirical research and evidence-based best practices to share realistic and high impact ideas for moving the needle on feedback behavior in organizations, such as leveraging technology, making feedback forward-looking, and using behavioral “nudges” to encourage real-time feedback.
Brodie Gregory Riordan, McKinsey & Company, Chair
Jason Dahling, The College of New Jersey, Presenter
Alison L. O’Malley, BetterUp, Presenter
Stephen F. Young, Center for Creative Leadership, Presenter
Ariel A. Roberts, Modern Hire, Presenter
Paul E. Levy, University of Akron, Presenter
Janice Steffen, McKinsey & Company, Presenter
Submitter: Brodie Gregory Riordan, brodie.gregory@gmail.com

192. Special Event: 2:00PM–2:50PM  408-409
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 take on lessons learned from top practitioners in the field.
193. Symposium: 2:00PM–2:50PM  502-503
Enhancing Well-Being and Performance by Building Emotional Resources in Organizations
Expressing, regulating, and managing emotions are now recognized as important work requirements for many employees. This symposium presents recent empirical work focused on the emotional resources that employees draw on in order to maintain their well-being and performance in the face of emotional demands at work.
Matthew Neale, Revelian, Chair
Jochen Menges, University of Zurich, Leander Christine Howie, University of Zurich, Leander De Schutter, Erasmus University Rotterdam, Sarah Kern, WHU Otto Beisheim School of Management, Emotional Capital at Work: Positive Interactions Buffer Employees Against Setbacks
Matthew Neale, Revelian, Melinda Garcia, Revelian, Serena Wee, University of Western Australia, Coworker Support and Ability Emotional Intelligence in Sales Roles
Amy Bannatyne, Bond University, Craig Gillies, Revelian, Kirsty Forrest, Bond University, Cindy Jones, Bond University, Carmel Pepper, Bond University, Jo Bishop, Bond University, Beyond Academic Excellence in Medicine: The Impact of Ability Emotional Intelligence
Jigyasu(Jigs) Shukla, Dana Joseph, University of Central Florida, Ignorance May Be Bliss: Emotion Perception Ability and Job Satisfaction
Neal M. Ashkanasy, University of Queensland, Discussant
Submitter: Matthew Neale, matthew.neale@revelian.com

194. Alternative Session Type with Presenters: 2:00PM–2:50PM  Brazos
Hello From the Technical Side: A Multidisciplinary Exploration of I-O’s Role in Cyber
This multidisciplinary session will include industry and organizational (I-O) psychologists from both applied and academic careers and cyber personnel in technical positions. Cyber panelists will present issues in their field and I-O psychologists will discuss solutions from I-O methodology and research.
Jaclyn Martin, PDI, an SHL Company, Co-Chair
Rachel C. Dreibelbis, Booz Allen Hamilton, Co-Chair
David J. Howard, University of South Florida, Presenter
Leslie Overmyer-Day, Booz Allen Hamilton, Presenter
Clay Cross, Chiron Technology, Presenter
David W. Dorsey, HumRRO, Presenter
Kayleigh Early, United States Navy, Presenter
Stephanie L. Shively, Booz Allen Hamilton, Presenter
Submitter: Jaclyn Martin, jaclyn.martin@pdi.com

195. Panel Discussion: 2:00PM–2:50PM  J W Grand Salon 1
Assessing Relationship Quality: Technology to Understand Interpersonal Interactions
Business success depends on interactions and interpersonal connections among employees, leaders, customers, and other business stakeholders. A panel of experts discusses how recent technological innovations related to things such as organizational network analysis, 360 feedback, pulse surveys, and customer experience analytics are informing a deeper understanding of workplace relationships.
Steven T. Hunt, SAP SuccessFactors, Panelist
James H. Killian, Qualtrics, Panelist
Justin C. O’Neal, Amazon, Panelist
Dale S. Rose, 3D Group, Panelist
Submitter: Steven T. Hunt, s.hunt@sap.com

196. Debate: 2:00PM–2:50PM  J W Grand Salon 2
Is It Time to Reconsider the Ban on Using Demographic Variables in Selection?
The application of artificial intelligence in selection assessments is reigniting the debate over constraints on permissible variables. Research shows improved prediction when accounting for demographic variables. Is the restriction on their use hindering advancements in fairness? Risks and benefits of allowing these in selection will be weighed with the goal of building fairer assessment items.
Daniel A. Schmerling, Wonderlic, Chair
Rebecca Callahan, Wonderlic, Moderator
Ross Daniel Piper, Wonderlic, Presenter
Nick C. Koenig, Modern Hire, Presenter
Matthew L. Arsenault, Walmart, Presenter
Robert F. Calderon, American Institutes for Research, Presenter
Carollaine Garcia, Deloitte Consulting LLP, Presenter
Submitter: Daniel A. Schmerling, dschmerl@gmail.com

197. Alternative Session Type with Presenters: 2:00PM–2:50PM  J W Grand Salon 3
People Analytics Practice Incubator: Sharing Successes and Crowdsourcing Challenges
Calling all practitioners in the field of People Analytics: Join in round table discussions on relevant topics challenging the field today, sharing wisdom from recent successes and developing solutions. This session is intended to strengthen the internal community of People Analytics professionals within SIOP, leveraging our shared I-O frame of reference to create a network of mutual support.
Brigitte K. Armon, Cox Enterprises, Chair
Julia N. Thompson, Cox Enterprises, Inc., Co-Chair
Stephen Campbell Newman, Roosevelt University, Author
John P. Muros, HR International, Presenter
Ashley D. DuPuis, Dow Chemical, Presenter
Brian Costello, Red Hat, Presenter
Submitter: Brigitte K. Armon, brigitte.armon@coxinc.com

198. Alternative Session Type with Presenters: 2:00PM–2:50PM  J W Grand Salon 4
Integrating Other I-O Disciplines With Training Research: A Roundtable Discussion
Participants will engage in a discussion about opportunities for integration that exist among training research and other I-O areas. Participants will discuss possible cross-pollination between training and I-O disciplines, such as selection and performance management, to inform research and practice. What do we know from training research that can be applied to other disciplines, and vice versa?
Amy DuVernet, Training Industry, Inc., Chair
Grace Arnold, George Washington University, Co-Chair
Charlotte Wright, George Washington University, Co-Chair
Submitter: Grace Arnold, gsc1995@gmail.com

199. Panel Discussion: 2:00PM–2:50PM  J W Grand Salon 5
I-Os as Influencers: Working Through SIOP and Local I-O Groups to Make an Impact
I-O psychologists are making major efforts to translate important scientific work into public policy and broad social influence initiatives. These initiatives are encouraging, but much more remains to be done. This session will discuss the current and potential roles of SIOP’s External Relations Committee and of local I-O groups in promoting the profession and our scientific findings.
Lorin M. Mueller, Federation of State Boards of Physical Therapy, Chair
Anna R. Erickson, Panelist
Seth A. Kaplan, George Mason University, Panelist
Deidre J. Knapp, HumRRO, Panelist
Virginia Bryant Whelan, Whelan & Associates, LLC, Panelist
Submitter: Lorin M. Mueller, lmuelle@fsbpt.org

200. Alternative Session Type with Presenters: 2:00PM–2:50PM  J W Grand Salon 6
Town Hall: What Do Top Buyers of I-O Want From Practitioners and Research
Four talent executives will answer questions about the issues with which organization leaders are wrestling, help us better connect our work to their challenges, and stimulate needed theory and research in key areas of I-O psychology. A town hall format will provide an opportunity to speak directly with leaders from Wendy’s, Royal Caribbean, 3M, and Citizens Bank.
Triumphs and Tribulations: Showcasing Early Career
Practitioner Critical Incidents
Practitioners from a variety of applied settings will share the job-related achievements and challenges that they experienced early in their careers by discussing a variety of critical incidents that they have faced in transitioning to the workplace. Through an interactive discussion, participants will hear and discuss strategies for dealing with potential early career-related dilemmas and issues.

Michael H. Chetta, Talent Metrics Consulting, Presenter
Michelle D. Corman, Mercer | Sirote, Presenter
Benjamin E. Liberman, U.S. Office of Personnel Management, Presenter
Submitter: Michael H. Chetta, mike@TalentMetrics.IO

Academic AF: Lessons Learned During Our First Years in Academia
We’ve landed jobs in academia. Now what? In this Ignite-style series, 6 panelists from teaching- and research-oriented positions in psychology and business programs come together to discuss achievements and failures (Academic AF) with an emphasis on lessons learned during our first years in academia. Submit your questions online using Twitter #SIOP2020AcademicAF.

Kelsey L. Merlo, University of South Florida, Chair
Keaton A. Fletcher, Georgia Institute of Technology, Presenter
Cynthia K. Maupin, Binghamton University, SUNY, Presenter
Kathryn Narciso, University of North Georgia, Presenter
Benjamin R. Jones, University of Maryland, Presenter
Alexander S. McKay, Virginia Commonwealth University, Presenter
Submitter: Kelsey L. Merlo, kmerlo@usf.edu

Excel Can Do That Too! Six Fantastic Functions for I-Os
Excel remains a ubiquitous and accessible tool for many I-Os. This IGNITE! session describes Excel functions that can be leveraged across a wide range of I-O projects. Panelists will demonstrate advanced Excel functionality that allows I-Os to efficiently clean and structure data, analyze qualitative and quantitative information, and produce polished data visualizations and dashboards.

Jessica L. Dziejewczynski, U.S. Citizenship and Immigration Services, Chair
Christine N. Gunderman, FMP Consulting, Co-Chair
Robbie C. Brusso, Capital One, Presenter
William N. Haller, Energy Information Administration (EIA), Presenter
Brendan S. Hunt, FMP Consulting, Presenter
Hanna K. Pillion, U.S. Customs and Border Protection, Presenter
Stephen W. Tyler, Square, Presenter
Submitter: Jessica L. Dziejewczynski, jessicadzi@gmail.com

I Have Text Data. What Do I Do Next? A Master Tutorial on NLP Basics
The 50-minute master tutorial is to present an in-depth guide on what to do when you have just acquired text data and are stuck on the next
213. Panel Discussion: 3:30PM–4:20PM Brazos
A Day in the Life: The Evolving Role of Data Scientists in Modern Organizations
As the intersection of I-O psychology and data science continues to evolve, it is imperative to share lessons learned from experiences. This panel brings together a group of I-Os who currently work in data science roles. The purpose of this panel is to discuss applications of data science tools in organizations, related challenges, and lessons learned.
Nicole L. Petersen, Modern Hire, Co-Chair
Benjamin Biermeier-Hanson, Radford University, Co-Chair
Garet C. Foster, Maritz, Panelist
Rachel T. King, Modern Hire, Panelist
Mengqiao (MQ) Liu, Amazon, Panelist
Frederick R. Stilson, Lockheed Martin, Panelist
Scott A. Withrow, Infor, Panelist
Submitter: Nicole L. Petersen, nlpetersen13@gmail.com

214. Symposium: 3:30PM–4:20PM JW Grand Salon 1
A Life of Leading: Emerging Trends in Age-Leadership Research
Research on the effect of age on leadership behaviors and outcomes is rare. Lifespan development theories have been applied to a host of important workplace outcomes; however, leadership, one of the most studied areas in our field, is largely absent from this literature. This session presents the most current research from industry and academia applying lifespan concepts to leadership questions.
Greg R. Thrasher, Oakland University, Co-Chair
Yisheng Peng, George Washington University, Co-Chair
Yisheng Peng, George Washington University, Jie Ma, Lanzhou University, Age and Charismatic Leadership: A Moderated Mediation Model
Greg R. Thrasher, Oakland University, Matthew J. W. McLarnon, Mount Royal University, Agentic and Communal Constellations: A Mixture Model of Age and Leadership
Maria Brown, Management Research Group, Andrew M. Rand, Management Research Group, Leader Age and Perceptions of Future Potential
Cort W. Rudolph, Saint Louis University, Discussant
Submitter: Yisheng Peng, penguisheng2012@gmail.com

215. Panel Discussion: 3:30PM–4:20PM JW Grand Salon 2
The Networked Paradigm in Organizations: The Rise of Organizational Network Analysis
Organizational network analysis (ONA) is quickly becoming mainstream among HR vendors, I-O psychologists, and analytics practitioners. However, little consensus is offered for those who wish to get started in social network research. This panel brings together 6 panelists who are actively researching or applying social network analysis and graph analytic techniques to organizational problems.
Timothy Davis, Bersin by Deloitte, Chair
Gary N. Burns, Florida Institute of Technology, Co-Chair
Michael Arena, Amazon, Panelist
Dorothy R. Carter, University of Georgia, Panelist
Gary Johnson, Deloitte Consulting LLP, Panelist
Tiffany McDowell, Panelist
Chirag Padalia, Blue Cross Blue Shield of IL, Panelist
Stephen F. Young, Center for Creative Leadership, Panelist
Submitter: Timothy Davis, davist2016@my.fit.edu

216. Alternative Session Type with Presenters: 3:30PM–4:20PM JW Grand Salon 3
Developing a Talent Agenda for Leveraging the Aging Workforce
The demographic shift is dramatic: people are living longer, healthier lives. This “longevity bonus” influences employees’ decisions to stay in the workforce and an organizations’ ability to realize their value. This interactive session will tackle the realities and myths of the aging workforce, envision the ideal future, and develop catalytic questions for advancing a talent management agenda.
### Opportunities for Practice

Translating Research on Specific Cognitive Abilities Into Opportunities for Practice

Cognitive ability is arguably more important than ever for success in a complex business world, yet the applied value of specific cognitive abilities remains largely untapped. An expert panel will present research on specific abilities and suggestions for translating this research into practice. The audience will then engage in small-group discussions to generate further application ideas.

Submitter: Zachary W. Woessner, zwoessner144@gmail.com
Zachary W. Woessner, Michigan State University, Presenter
Ben Hawkes, Shell International, Co-Chair
Leslie A. DeChurch, Northwestern University, Presenter
Jennifer Weiss, HR Alignment Consulting, Co-Chair
Mike Morrison, Michigan State University, Presenter

### Panel Discussion: 3:30PM–4:20PM    JW Grand Salon 4

**Translating Research on Specific Cognitive Abilities Into Opportunities for Practice**

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<td>Anne E. Kato, The Graduate Center &amp; Baruch College, CUNY</td>
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<td>Serbia Wee, University of Western Australia</td>
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<td>Harold W. Goldstein, The Graduate Center &amp; Baruch College, CUNY</td>
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<td>Jonas W. B. Lang, Ghent University</td>
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<td>Christopher D. Nye, Michigan State University</td>
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Submitter: Anne E. Kato, annie@anniekato.com

### Culture Joins Strategy for Breakfast: Changing Culture to Align With a New Strategy

This session addresses the difficult task of changing an organization’s culture to align it with a new business strategy. A panel of I-O practitioners will be asked about the aspects of their organizations' business strategy that necessitated culture change, methods used to embed the desired culture in the organization, how their I-O knowledge and experience contributed, and lessons learned.

Submitter: Scott A. Young, scott.young@cultureiq.com

### Panel Discussion: 3:30PM–4:20PM    JW Grand Salon 5

**Culture Joins Strategy for Breakfast: Changing Culture to Align With a New Strategy**

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<td>Kristin Chase, Universal Parks and Resorts</td>
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<td>Kristofer J. Fenlason, 3M</td>
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<td>Steven J. Robison, Dow Chemical</td>
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Submitter: Scott A. Young, scott.young@cultureiq.com

### Panel Discussion: 3:30PM–4:20PM    JW Grand Salon 6

**2020 EEOC/OFCCP Practitioner Update: Things Old, New, Borrowed, or Blue**

This session will provide the annual update to the SIOP community on the impact of new federal regulations, new state laws, and current EEOC and OFCCP enforcement trends. The panel will also highlight news from Washington, DC and practical implications for I-O psychologists.

Submitter: Julia Bayless, julia.bayless@hotmail.com

### Panel Discussion: 3:30PM–4:20PM    JW Grand Salon 7-8

**Improving Academic Presentations: Tips on Design, Delivery, Environment, and Impact**

Scientists have the most powerful ideas in the world, but they struggle to communicate them. This is a tragic shortfall in I-O psychology, where there is a built-in audience of professionals and business leaders eager to learn the insights discovered every day. In this session, 5 I-O psychologists known for their public speaking prowess share processes and tips on giving impactful presentations.

Submitter: Zachary W. Woessner, zwoessner144@gmail.com
Despite the popularity of reporting fit indices, there is still a great deal of confusion about when to use fit indices, which indices to use and report, and what cutoffs to use given the specifics of the model. This symposium provides presentations for an introductory audience that address critical issues in the use and misuse of fit indices for SEM and IRT-based models.

Nicholas J. Haynes, University of Georgia, Co-Chair
Robert J. Vandenberg, University of Georgia, Co-Chair

Jose M. Cortina, Virginia Commonwealth University, Lydia Craig, George Mason University, Dustin T. Weibach, Virginia Commonwealth University, Structural Equation Modeling: A Reproducibility Study
Nicholas J. Haynes, University of Georgia, Robert J. Vandenberg, University of Georgia, Fit Indices and Cut offs in Organizational Research: A Critical Review
Larry J. Williams, Texas Tech University, Steven Culpepper, University of Illinois at Urbana-Champaign, Introducing a Package for Assessing Path Model Fit With R
Benjamin S. Listyg, University of Georgia, Nathan T. Carter, University of Georgia, Evaluating Global Fit Index Cutoffs for IRT Models
Submitter: Nicholas J. Haynes, njhaynes@uga.edu

Navigating conversations with decision makers is important in helping to influence the adoption of evidence-based practices. In this session, practitioners representing industry, government, and consulting roles share lessons and personal experiences where they had to advocate, challenge and persuade decision makers to adopt scientifically supported practices in organizations.

David B. Facteau, University of Georgia, Co-Chair
Mark L. Poteet, Organizational Research & Solutions, Inc., Co-Chair
Warren Bobrow, All About Performance, LLC, Panelist
Jessica A. Gallus, Forefront Suicide Prevention, Panelist
Tracy Kantrowitz, PDRI, an SHL Company, Panelist
William Shepherd, The Wendy’s Company, Panelist
Submitter: David B. Facteau, dbfacteau@gmail.com

Adrienne J. Colella, Tulane University, Chair
Milt Hakel, SIOP Foundation, Discussant
Submitter: Adrienne J. Colella, acolella@tulane.edu

Balancing Between Action and State Orientation Enables Creativity Under Low Autonomy
Authors examine the influence of employees’ action-state orientation on creativity and the moderating role of autonomy at work. A study with 314 employees and their supervisors demonstrated an inverted-u-shaped relationship between action-state orientation and managerial ratings of creativity. The curvilinear effect was strongest under low autonomy and disappeared under high autonomy.

Ronald Bledow, Singapore Management University
Jana Kuehnel, Ulm University
Mengzi Jin, Peking University
Submitter: Ronald Bledow, rbledow@smu.edu.sg

Do-It-Yourself Workplace Creativity: Job Crafting Supplements Creative Personality
Demand for creative workers exceeds the market’s supply. Using the componential theory of creativity, authors position job crafting as an employee behavior that can compensate for lower creative tendencies (i.e., open personality). Data from a heterogenous working adult sample analyzed using SEM support job crafting’s role as a behavioral moderator of the personality-creativity relationship.

Megan Snoeyink, Portland State University
Deepshikha Chatterjee, Salem State University
J. Kevin Ford, Michigan State University
Submitter: Megan Snoeyink, meg.snoeyink@gmail.com

Effect of Time Pressure on Creative Performance: Role of Creative Self-Efficacy
Using experimental methods, authors examine the impact of subjective framing of time pressure on individual’s creative performance. Results suggest framing of high time pressure combined with adequate time to perform the task was associated with high levels of creative performance, and that this relationship was moderated by creative self-efficacy.

Megan Snoeyink, Portland State University
Deepshikha Chatterjee, Salem State University
J. Kevin Ford, Michigan State University
Submitter: Megan Snoeyink, meg.snoeyink@gmail.com
This endeavor contrasted the effects of 2 negative emotions (i.e., state anger and anxiety) on 2 different creative processes (i.e., idea generation and idea evaluation) in separate studies. Findings indicate anger helps idea generation whereas anxiety is deleterious to performance. Neither anger nor anxiety exerted effects on idea evaluation.

Keith Strasbaugh, University of Oklahoma
Shane Connelly, University of Oklahoma
Brett Torrence, Cherokee Nation 3S
Megan Rene Turner, University of Oklahoma
Marina Mery, University of Oklahoma
Submitter: Keith Strasbaugh, kstras@ou.edu

This review calls for the field of I-O to pay greater attention to relevant research on volunteers from the nonprofit literature. A brief systematic search revealed that research on unpaid work is directly relevant to I-O, though the field is fractured. Examples are presented from major research areas to demonstrate what research on volunteers can tell us and how integration is sorely needed.

Adam Factor, University of Maryland, College Park
Submitter: Adam Factor, arfactor@umd.edu

This study expands prior research on content of employee green behaviors cross-culturally to include critical incidents from Asia. Data support major categories of employee green behaviors: conserving, transforming, avoiding harm, educating and influencing, and taking initiative. The Green Five taxonomy (Ones & Dilchert, 2012) appears to be robust in Asia.

Phoebe Hessen, University of Minnesota
Deniz S. Ones, University of Minnesota
Submitter: Phoebe Hessen, hesse179@umn.edu

This study utilized the COR theory to examine the adaptability of volunteers as a predictor of volunteer burnout. The training practices volunteers received at their organization were found to moderate the negative relationship between adaptability and burnout. This negative relationship was also found to be stronger for volunteers who reported less training practices.

Acacia Hoffman, University of Nebraska at Omaha
Sheridan B. Trent, University of Nebraska at Omaha
Joseph A. Allen, University of Utah
Submitter: Acacia Hoffman, acaciahoffman@unomaha.edu

In a lab experiment, authors examine the impact of physical contact with nature on pro-environmental behaviors at work. Findings revealed an effect between this construct and general personality traits. Authors studied employee green behavior (EGB) research has rarely examined relations between this construct and general personality traits. Authors studied.

Jennifer Robertson, University of Western Ontario
Wren Montgomery, University of Western Ontario
Thomas Lyon, University of Michigan
Submitter: Jennifer Robertson, jennifer.robertson@uwo.ca

The authors measured the impact of job insecurity (JI) on stress levels and generosity. Results first confirmed that JI manipulation successfully evoked feelings of JI, which also increased objective stress. Although JI did not impact generosity, higher levels of generosity related to decreased stress levels for participants in the JI group.

Jamie Striler, University of Central Florida
Xinyue Elaine Zhao, University of Central Florida
Mindy K. Shoss, University of Central Florida
Submitter: Jamie Striler, jstriler@knights.ucf.edu

Within a sample of 272 Chinese full-time employees, it was found that perceived coworker incivility, as an important social and interpersonal factor, was negatively related with employees' knowledge sharing at work. Furthermore, the negative relationship was significantly mediated by perceptions of interpersonal justice but not by frustration.

Xi (Rita) Wang, Hofstra University
Yisheng Peng, George Washington University
Xiaohong (Violet) Xu, Old Dominion University
Wenqin Zhang, Nanjing University of Finance & Economics
Submitter: Yisheng Peng, pengyisheng2012@gmail.com

Employee green behavior (EGB) research has rarely examined relations between this construct and general personality traits. Authors studied relations of EGB facets with broad and narrow personality traits. Several openness facets were related to all categories of green behaviors. Other trait relations were smaller and limited to specific green behavior facets.

Brenton M. Wiernik, University of South Florida
Grusha Agarwal, University of Minnesota
Deniz S. Ones, University of Minnesota
Submitter: Brenton M. Wiernik, brenton@wiernik.org

A meta-analysis is performed to determine the effectiveness of virtual reality (VR) social skills training. VR programs, on average, perform better than alternative programs, but almost all other findings contradict current notions. Suggestions are provided regarding VR social skills training effectiveness, attributes that produce better outcomes, and directions for future research and practice.

Melissa Gutworth, Montclair State University
Matt C. Howard, University of South Alabama
Submitter: Melissa Gutworth, gutworthm@montclair.edu

Virtual, augmented, and mixed (VAM) reality technologies can provide better training experiences than using real-world assets, but because these systems are often still in development, current methods to evaluate and estimate training benefits cannot be applied. Authors adapt a synthetic validity approach to accommodate stimuli elements versus job selection elements to estimate the value of VAM.

Michael J. Keeney, Aptima, Inc.
Kent C. Halverson, Aptima, Inc.
Evan L Oster, Aptima, Inc.
John Kegley, Aptima, Inc.
Submitter: Michael J. Keeney, mkeeney@aptima.com
246. Poster: 3:30PM-4:20PM  Board 19
Measuring Teamwork Skills in a Virtual Environment for Intelligent Team Training
High-performing teams are those that complete their goals while working well together. Even when individuals are experts, breakdowns in teamwork can lead to poor outcomes. Training teamwork efficiently remains a challenge. In this paper, the authors describe developing measures of coordination and cohesion for teamwork training in a virtual environment using an intelligent tutoring system.
Robert McCormack, Aptima, Inc.
Kristy Kay, Aptima, Inc.
Anne M. Sinatra, U.S. Army Combat Capabilities Center
Tara Kicullen, Aptima, Inc.
Submitter: Kristy Kay, kristymkay@gmail.com

247. Poster: 3:30PM-4:20PM  Board 20
Virtual Reality Preference Using a Unified Theory of Acceptance and Use of Technology
Undergraduate participants (N = 300) read a description of VR and YouTube training mediums, then indicated which they would choose to learn a novel task (i.e., suturing). Almost two-thirds of participants (65%) chose VR, whereas the remaining 35% chose YouTube. Results indicated that performance expectancy, effort expectancy, and social influence predicted behavioral intention.
Sean Michael Noble, North Carolina State University
Jason Saville, North Carolina State University
Lori L. Foster, North Carolina State University
Submitter: Sean Michael Noble, smnoble2@ncsu.edu

248. Poster: 3:30PM-4:20PM  Board 21
Are Class Quizzes Effective: A Meta-Analytic Synthesis
The authors present the results of a meta-analytic review of the literature on the effect of class quizzes on class grades. Results based on a total of 66 studies and over 10,000 students indicate that quizzes are moderately effective on average and substantially reduce failure rates in classes. Quiz performance is also highly predictive of final exam performance.
Lukas Karel Sotola, Iowa State University
Marcus Crede, Iowa State University
Submitter: Marcus Crede, mcrede@iastate.edu

249. Poster: 3:30PM-4:20PM  Board 22
Expanding Our Capacity to Respond to Natural Disasters Using Citizen Scientists
To enhance emergency response to natural disasters, citizen scientists can be trained to help monitor environmental conditions. This paper evaluated social capital gained via a training program using social network analyses of developing relationships among participants (N = 22). Results indicated the program engendered greater communication, collaboration, and affiliations among members.
Alicia Stachowski, University of Wisconsin-Stout
Sue Ann Corell Sarpy, Sarpy and Associates
Submitter: Alicia Stachowski, stachowskia@uwstout.edu

250. Poster: 3:30PM-4:20PM  Board 23
Back to the Basics of Training Evaluation: Improving Patient Safety
The primary aim of this investigation was to produce a theoretically grounded model for maximizing the results of healthcare team training design and development. Training and medical literature, and subject matter expert insight are synthesized to provide novel perspective on a traditional training evaluation framework that spotlights the desired results of team training in healthcare.
Amanda L. Woods, Rice University
Tiffany M. Bisbey, Rice University
Eduardo Salas, Rice University
William M. Southgate, Medical University of South Carolina
Submitter: Amanda L. Woods, awt13@rice.edu

251. Poster: 3:30PM-4:20PM  Board 24
Training and Justice: Role of Felt Obligation and Trainer Just and Unjust Behaviors
Based on an experimental design, trainer just and injustice behaviors influenced trainee transfer motivation and self-efficacy, but felt obligation, an integral part of the social exchange theory explanation for why just treatment results in positive employee attitudes and behaviors, did not play a role and neither did the extent to which participants endorsed the just world hypothesis.
Wei Zhuang, University at Albany, SUNY
Sylvia G. Roch, University at Albany, SUNY
Jane Park, University at Albany, SUNY
Fanshu Jin, University at Albany, SUNY
Ricardo Rashawn Brooks, University at Albany, SUNY
Submitter: Wei Zhuang, wzhuang@albany.edu

252. Poster: 3:30PM-4:20PM  Board 25
Complementary Fit and Presenteeism: Personality and Work Culture on Working When Ill
The purpose of this study was to assess how enthusiasm, organizational culture, and their interaction could be used to predict presenteeism. Results indicated that complementary fit, rather than supplemental fit, predicted presenteeism. Those high on enthusiasm were more likely to report presenteeism; however, this effect only remained in organizations with low competitiveness.
Hanna E. Hlebasko, Central Michigan University
Neil Christiansen, Central Michigan University
Leann Schneider, Plum
Submitter: Hanna E. Hlebasko, hleba1he@cmich.edu

253. Poster: 3:30PM-4:20PM  Board 26
Do Leader Departures Invoke Greater Subordinate Turnover?
The authors contribute to sparse research on whether or not “leader departures” (LD) prompt more subordinate turnover. Using Big Data, they assess LD effect on turnover among direct reports who may feel most concerned about departures by immediate superiors. Findings report strong positive LD effects on subordinate turnover, which are stronger for supervisory rather than nonsupervisory employees.
Peter W. Hom, Arizona State University
Jungmin J. Seo, California State University, Fullerton
Wei Shen, Arizona State University
Debra L. Shapiro, University of Maryland
Richard A. Guzzo, Mercer
Haig Nabiantian, Mercer
Submitter: Peter W. Hom, Peter.Hom@asu.edu

254. Poster: 3:30PM-4:20PM  Board 27
A Cultural Value Congruence Approach to Organizational Embeddedness
The authors examine (a) the association between employees’ collectivist orientation and their organizational embeddedness; (b) the extent to which organizational embeddedness is influenced by the joint effects of collectivist orientation and perception of organizational collectivism. Findings of polynomial regression and response surface analysis supported a majority of the hypotheses.
Emma (Lei) Jing, University of Alberta
Nathan C. Lupton, University of Lethbridge
Mahtooz A. Ansari, University of Lethbridge
Submitter: Emma (Lei) Jing, lijing1@ualberta.ca

255. Poster: 3:30PM-4:20PM  Board 28
Teasing Apart Turnover Intentions and Satisfaction: A Class Analytic Approach
Due to statistical innovations, there has been a push to examine the dynamic effects of antecedents leading to turnover by examining 3 or more constructs simultaneously. This study examined the impact of 5 understudied constructs via latent class analysis in an effort to determine whether specific arrays of constructs will result in disparate levels of turnover and satisfaction.
William S. Kramer, University of Nebraska Omaha
Jamie R. Baumeister, University of Kansas, Chair
Lisa M. Sturman, University of Nebraska at Omaha, Panelist
Anna L. McRae, Texas Christian University, Panelist

The panel will examine the ways in which research challenges and opportunities in the field of I-O psychology have evolved over time, focusing on the contributions of early pioneers and modern-day scholars. Attendees will gain a deeper understanding of the historical context and current state of I-O research, and how it continues to shape the future of the field.

Submitter: Jamie R. Baumeister, baumeister@kansascity.kstate.edu

261. Panel Discussion: 4:30PM-5:50PM
I-O and Management Teaching Applications: Bridging Science and Practice

Since the time of Dewey, there have been concerns about making education useful and practical; the scientist–practitioner model that guides I-O should inform teaching as well. Panelists will present approaches that bridge science with practice while addressing challenges in undergraduate and graduate courses. Audience participation is strongly encouraged.

Nancy J. Stone, University of South Carolina, Presenter
Elizabeth L. Shoefelt, Western Kentucky University, Panelist
Janet L. Kotke, California State University, San Bernardino, Panelist
Kathie L. Pelletier, California State University, San Bernardino, Panelist

Submitter: Nancy J. Stone, nstone@msstate.edu

262. Special Event: 4:30PM-5:50PM
SIOP Select: Best of Science Award Winners

Join us for a captivating presentation of achievement and best paper awards, including the Early Career Science Award, S. Rains Wallace Award, Schmidt-Hunter Award, Jeanneret Award, and William Owens Award. Winners of each award will present in an alternative session format where they will discuss the key ideas of their work.

Paul D. Bliese, University of South Carolina, Presenter
Wendy J. Casper, University of Texas at Arlington, Presenter
Klodiana Lanaj, University of Florida, Presenter
Julia Levashina, Kent State University, Presenter
Ning Li, University of Iowa, Presenter
Nicolas Roulin, Saint Mary's University, Presenter
Jasmine Vergauwe, Ghent University, Presenter
Connie R. Wanberg, University of Minnesota, Presenter
Meghana Warren, Western Washington University, Presenter
Elijah Wee, University of Washington, Presenter

Submitter: Tyree D. Mitchell, tyredeitchell@aol.com

263. Panel Discussion: 4:30PM-5:50PM
Developmental Readiness: Leaders and Preparation to Learn

This session is an exploration into developmental readiness as a critical but often overlooked step in the learning process of a leader. Topics will include defining developmental readiness, measuring developmental readiness, identifying leaders who are ready to learn, and increasing developmental readiness through assessments.

Robert McKenna, Seattle Pacific University, Chair
Kirby White, Seattle Pacific University, Co-Chair
Cindy McCauley, Center for Creative Leadership, Panelist
Tanya Boyd, Insights, Panelist
Diana L. Ecker-Jammi, Sauce Labs, Panelist

Submitter: Kirby White, whitek5@spu.edu

264. Alternative Session Type with Presenters: 4:30PM-5:50PM
Beyond Publishing: Contributing to Academic Research Culture Through Service Roles

Panelists will discuss how they navigate unique research-based service roles at their academic institutions and within SIOP in a way that contributes to research cultures in the field. The panel session will generate dialogue that transitions to breakout table discussions, led by the panelists, regarding the challenges faced by academics in navigating research-based service roles.

Sabrina D. Volpone, University of Colorado Boulder, Co-Chair
Kenzie P. Jones, University of Memphis, Co-Chair
Nathan T. Carter, University of Georgia, Presenter
Crystal M. Harold, Temple University, Presenter
Kurt Kraiger, University of Memphis, Presenter
Enrica N. Ruggs, University of Memphis, Presenter

Submitter: Sabrina D. Volpone, sabrina.volpone@colorado.edu
265. Symposium: 4:30PM-5:50PM  Brazos
The Influence of Supervisor and Employee Dark Tetrad on Workplace Deviance
Organizational research recently integrated workplace deviance, like abuse supervision, with dark personality factors. This symposium gives a holistic view of the workplace deviance from all perspectives: supervisor, subordinates, and coworkers, when each member has different levels of the Dark Tetrad (Machiavellianism, narcissism, psychopathy, and everyday sadism) using multiple methodologies.
Rushika De Bruin, Carilion Clinic, Co-Chair
Lisa Finkelstein, Northern Illinois University, Co-Chair
Fong T. Keng-Highberger, Nanyang Technological University, Zhiyu Feng, Nanyang Technological University, Kai Chi (Sam) Yam, National University of Singapore, Xiao-Ping Chen, University of Washington, Hu Li, Nanjing University, How Machiavellian Leaders Use Supervisor Guanxi and Follower Abusive Supervision
Robert Moorman, Elon University, Brian D. Lyons, Elon University, Steven Grover, Macquarie University, Coping With a Dark Triad Leader: Using Follower Resilience to Re-Engage
Rushika De Bruin, Carilion Clinic, Lisa Finkelstein, Northern Illinois University, Dark Tetrad Employees' Reactions to Abusive Supervision: A Justice-Based Perspective
Suzanne Gericke, University of Pretoria, Jenny M. Houbler, University of Pretoria, Dark Triad Employees and Supervisor Undermining: Moderating Effect of Political Skill
Submitter: Rushika De Bruin, rushika.debruin@gmail.com

266. Symposium: 4:30PM-5:50PM  J W Grand Salon 1
Perspectives on Organizational Integration and Dis-Integration
Mergers and acquisitions are a fact of work life and are likely to remain common for the foreseeable future. Quantitative and qualitative presentations in this session will discuss challenges these integrations pose for employees, organizations, and workgroups tasked with implementing them, and offer suggestions for successfully integrating disparate organizations. Suitable for all SIOP attendees.
Mark A. LoVerde, CultureIQ, Chair
Robert K. Beres, CultureIQ, Co-Chair
Mark A. LoVerde, CultureIQ, Diane L. Daum, CultureIQ, Robert K. Beres, CultureIQ, The Impact of Mergers and Acquisitions on Employee Attitudes
Ken Pfluger, Takoda Pharmaceutical Company Ltd, Jennifer Stoll, CultureIQ, Catherine C. Marais, CultureIQ, Maintaining Corporate Values Through an Integration
Janice L Johnson, Quaker Houghton, Paul M. Mastrangelo, CultureIQ, Finding the Right Chemistry: Quaker Houghton's Pre- and Post-Integration Story
Steven J. Robison, Dow Chemical, Jennifer H. Frame, Dow Chemical Company, Integration During Merger and Spin: When Your Wedding Has a Pre-Arranged Divorce
Submitter: Mark A. LoVerde, Mark.LoVerde@cultureiq.com

267. Special Event: 4:30PM-5:50PM  J W Grand Salon 2
SIOP Select: Show Us How It's Done! Real-World Scientist-Practitioner Collaborations
A lot is made in I-O psychology about the widening scientist–practitioner gap. However, guidance is rarely given for the steps we might take as academics and practitioners interested in collaborating. In this SIOP Select session, we provide a novel platform for scientist–practitioner teams to showcase and discuss their recently completed (or currently underway) collaborations.
Jay H. Hardy, Ill, Oregon State University, Co-Chair
Eileen M. Linnabery, Vantage Leadership Consulting, Co-Chair
Carter Gibson, Modern Hire, Presenter
Jennifer A. Griffith, University of New Hampshire, Presenter
Robert E. Ployhart, University of South Carolina, Presenter
Thomas E. Schoenfelder, Caliper, a PSI business, Presenter
William Shepherd, The Wendy's Company, Presenter
Submitter: Tyree D. Mitchell, tyreekmitchell@aol.com

268. Alternative Session Type with Presenters: 4:30PM-5:50PM  J W Grand Salon 3
Networking With Fellow Graduate Students: Develop and Practice Your Elevator Pitch
This session blends presentation, roundtable, and open-space formats, allowing graduate students to develop networking skills by first working with a variety of professionals and network with other students. Students will first hear from a networking expert, then develop and practice their elevator pitch with at least 2 different professionals and at least 5 other students.
Kayla Bigerton, Florida Institute of Technology, Co-Chair
Devalina Nag, University of Memphis, Co-Chair
Katherine Rau, Florida Institute of Technology, Co-Chair
Cristina Rubin, California State University, Northridge, Co-Chair
James B. Taylor, Center for Organizational Effectiveness, Presenter
Submitter: Cristina Rubin, cristina.rubino@csun.edu

269. Alternative Session Type with Presenters: 4:30PM-5:50PM  J W Grand Salon 4
What's in a Postdoc? Experts Tell All About I-O's Best-Kept Career Secret
Postdoctoral fellowships represent an underutilized opportunity to leverage the expertise of newly minted PhDs. This session pairs an interactive panel with structured networking to (a) illuminate the value that postdoctoral work adds to I-O research and practice and (b) foster connections between those interested in becoming and those interested in hiring postdocs.
Chelsea A. LeNoble, Embry-Riddle Aeronautical University-Worldwide, Co-Chair
Dana C. Verhoeven, Clemson University, Co-Chair
Danielle R. Wald, Baruch College & Graduate Center, CUNY, Co-Chair
Gregory A. Ruark, U.S. Army Research Institute, Presenter
Marissa L. Shuffer, Clemson University, Presenter
Robert R. Sinclair, Clemson University, Presenter
Christopher Wiese, Georgia Institute of Technology, Presenter
Submitter: Chelsea A. LeNoble, lenoblec@erau.edu

270. Alternative Session Type with multiple papers: 4:30PM-5:50PM  J W Grand Salon 5
Teaching Big Data Methods in I-O Graduate Curriculum 3.0
To keep up with advances in Big Data, organizational scientists must be trained in Big Data analytics and related conceptual issues. Extending 2 successful sessions held at past SIOP conferences, this session presents 3 learning modules exploring cutting-edge Big Data topics and discusses their integration into courses taught in I-O graduate programs.
Samuel T. McAbee, Bowling Green State University, Co-Chair
Feng Guo, Bowling Green State University, Co-Chair
Andrew Samo, Bowling Green State University, Co-Chair
Richard N. Landers, University of Minnesota, Curating Big Datasets From Freely Available Online Data Sources Using APIs
Sang Eun Woo, Purdue University, Inductive and Abductive Approaches to Science
Mengqiao (MQ) Liu, Amazon, Interpreting Machine Learning Models
Richard N. Landers, University of Minnesota, Presenter
Sang Eun Woo, Purdue University, Presenter
Mengqiao (MQ) Liu, Amazon, Presenter
Submitter: Samuel T. McAbee, smcabee@bgsu.edu

271. Alternative Session Type with Presenters: 4:30PM-5:50PM  J W Grand Salon 6
Virtual Reality and Assessment: Future Directions for Research and Practice
This session will begin with 3 presentations of current research findings and 1 presentation on applications of virtual reality (VR) in organizations. Attendees will then join an interactive discussion regarding the potential uses of VR and a research agenda. To conclude, a leading scholar and practitioner will provide insights on future research and applications of VR in organizations.
Bradley Pitcher, George Washington University, Presenter
Tara S. Behrend, George Washington University, Presenter
Matt C. Howard, University of South Alabama, Presenter
Lindsey M. Lee, K. Parks Consulting, Presenter
272. Symposium: 4:30PM–5:50PM  J W Grand Salon 7-8
Soldier or Civilian? Military Veteran Identity and the Transition Process
This session examines the aspects of identity that shape and impact the military veterans’ transition and the subsequent integration into the civilian workforce. Cross-discipline presenters discuss various research studies based on various military research studies, share insights through the lens of multiple theoretical models, and offer practical recommendations for transitioning veterans.
Adam H. Kabin, Korn Ferry, Co-Chair
Peter J. Reiley, U.S. Air Force Academy, Co-Chair
Adam H. Kabin, Korn Ferry, Peter J. Reiley, U.S. Air Force Academy, Soldier or Civilian? Military Veteran Identity and the Transition Process
Adam H. Kabin, Korn Ferry, Determined Transition: Leveraging Self-Determination Theory to Understand Transition
Meredith A. Kleykamp, University of Maryland, Sidra Montgomery, Insight Policy Research, Alexis Pang, Army Research Institute, Kristin Schrader, Consultant, The Effect of Military-Oriented Identity on Veterans’ Transition Planning Behavior
Christopher B. Stone, Wichita State University, Peter J. Reiley, U.S. Air Force Academy, Veteran Transition Through the Expatriate Lens: Applied Theory and Recommendations
Stacie Furst-Holloway, University of Cincinnati, Linh Khahn Nguyen, University of Cincinnati, The Role of Resilience in Transitions for Veterans With and Without Disability
Andrew J. Thurston, U.S. Department of Defense, Lindsay Thomas, Fors Marsh Group, Taylor Yano, Fors Marsh Group, Christopher Sander, Fors Marsh Group, Formation of the Military/Veteran Identity Starts BEFORE Military Service
Submitter: Adam H. Kabin, adam.kabin@kornferry.com

273. Panel Discussion: 4:30PM–5:50PM  Lone Star Salon A
Sharing Your Voice While Protecting Your Data: Privacy Complaint Employee Surveys
This panel is hosted by 2 prominent organizational survey consortia, the Mayflower Group and ITSG, to discuss implications of emerging privacy regulations for organizational surveys. Representatives from 6 companies (Allstate, Citi, Intel, Lenovo, Microsoft, Procter & Gamble) will share their lessons learned and recommendations for complying with privacy laws while meeting business needs.
Jennifer Diamond Acosta, Allstate Insurance Company, Chair
Michael J. Harris, Intel Corporation, Panelist
Lilia Hayrapetyan, Citi, Panelist
Kyle Lundy, Microsoft, Panelist
Derek R. Noether, EdD, MS, Lenovo, Panelist
Stacy Sim, Procter & Gamble, Panelist
Submitter: Jennifer Diamond Acosta, jennifer.acosta@allstate.com

274. Panel Discussion: 4:30PM–5:50PM  Lone Star Salon B
Human-Agent Teams Will Revolutionize the Future of Work: Implications for I-O
This session will discuss the implications of intelligent, adaptive technologies in the future workplace, focusing on how this introduction and interaction with human coworkers will affect leadership, teamwork, selection, and training with an eye toward designing these future interactions to enhance organizational performance.
Alexa Marie Harris, Northwestern University, Co-Chair
Arwen Hunter DeCostanza, U.S. Army Research Laboratory, Co-Chair
Leslie A. DeChurch, Northwestern University, Panelist
Noshir Contractor, Northwestern University, Panelist
Charlene K. Stokes, Air Force Research Laboratories (AFRL), Panelist
Matthias Schaeutz, Tufts University, Panelist
Nancy Cooke, Arizona State University, Panelist
Elliott Alfred Loh, National Defence Canada, Panelist
Kara L. Orvis, Aptima, Inc., Panelist
Submitter: Alexa Marie Harris, alexaharris2021@u.northwestern.edu

275. Panel Discussion: 4:30PM–5:50PM  Lone Star Salon C
Everything Old Is New Again: The Revival of Traditional Assessment Centers
Recently, there has been a revival of traditional, in-person assessment centers. To address this “everything old is new again” phenomenon, this panel will share examples of assessment centers being implemented by organizations today, debate the revival of traditional assessment centers, and discuss best practices as well as the impact of technology on assessment center design and delivery.
Brian J. Ruggeberg, Kincentric, Chair
A. Silke McCance, Procter & Gamble, Panelist
Nathan K. Studebaker, Duke Energy, Panelist
Andrew Goldblatt, APTMetrics, Panelist
Kyle Gerjets, Walgreens Boots Alliance, Panelist
Brennan G. Neuman, Basil Consultants, Panelist
Sarah A. Brock, Johnson & Johnson, Panelist
Mary Starke, Korn Ferry, Panelist
Submitter: Brian J. Ruggeberg, brian.ruggeberg@kincentric.com

276. Special Event: 4:30PM–5:50PM  Lone Star Salon D
SIOP Select: WHERE Are We Going? Future Directions in Diversity and Inclusion
As work norms and workforces change, views of diversity and inclusion must adapt. Part 1 of this session is a lightning round of image-based “visionary” presentations by experts on inclusion in work design, research and storytelling with data. SIOP President Eden King will set up the transition to Part 2: group activities on the role of I-Os in driving a more inclusive future.
Aadi Shyamsunder, Pysmantics Consulting, Chair
Veronica L. Gilrane, Google, Co-Chair
Tatiana M. Arthur, SAP, Panelist
Mike Morrison, Michigan State University, Presenter
Kenneth Matos, Culture Amp, Presenter
Eden B. King, Rice University, Presenter
Alexis A. Fink, Facebook, Presenter
Submitter: Emily G. Solberg, emily.solberg@shl.com

277. Panel Discussion: 4:30PM–5:50PM  Lone Star Salon E
How Should I-O Psychologists Collect Data via MTurk?: A Discussion
There has been conflicting advice in the literature on the best MTurk request-er practices for I-O psychologists, and much of the advice comes with little consideration for MTurk workers’ perspectives. Panelists from a variety of backgrounds, including MTurk workers themselves, will discuss ethical requester practices and the logistics of conducting survey research on MTurk.
Kelly Dray, Texas A&M University, Co-Chair
Isaac E. Sabat, Texas A&M University, Co-Chair
Melissa G. Keith, Bowling Green State University, Panelist
Justin A. DeSimone, University of Alabama, Panelist
Kim Nimon, University of Texas at Tyler, Panelist
Alex P. Lindsey, University of Memphis, Panelist
Jonathan Kyle Bailey, Texas A&M University, Panelist
Submitter: Kelly Dray, kellydray@tamu.edu

278. Panel Discussion: 4:30PM–5:50PM  Lone Star Salon F
At Least We’re in This Together: Onboarding as a Collective Experience
An increasing number of I-O psychologists have been in firms acquired by and—collectively with their colleagues—assimilated into larger entities. This panel of 4 prominent and uniquely positioned I-O psychologists will bring personal experiences and science- and practice-based insights to promote a deeper understanding of, and stimulate future research on, this increasingly common experience.
Seymour Adler, Kincentric, Chair
Talya N. Bauer, Portland State University, Panelist
Patricia R. Pedigo, IBM, Panelist
Nancy T. Tippins, The Nancy T. Tippins Group, Panelist
Seth Zimmer, AT&T, Panelist
Submitter: Seymour Adler, seymour.adler@kincentric.com
Poster Session (Occupational Health & Safety): 4:30PM–5:20PM Griffin Hall

279. Poster: 4:30PM-5:20PM Board 1 O*NET as a Secondary Occupational Data Source
Authors examined the utility of O*NET as a secondary data source that can be paired with large-scale studies to represent measures of occupational exposures using 2 analytical methods: CFA and ESEM. Findings indicate superior measurement of the ESEM model and overall validity of O*NET data as an imputed data source when occupational information is otherwise unavailable.
Submitter: Della Agbeke, Colorado State University
Kimberly Henry, Colorado State University
Gwenith G. Fisher, Colorado State University
Submitter: Della Agbeke, dagbeke@gmail.com

280. Poster: 4:30PM-5:20PM Board 2 Coping Styles and Burnout in American Nurses
The study explored the predictive relationships of avoidance, problem reappraisal, and active problem solving as coping strategies of job-related burnout in a sample of American, hospital-based nurses (N = 244). Results indicated that, after controlling for affectivity, only avoidance coping strategies were predictive (β = .25, p <.001), though other styles predicted subfacets of burnout syndrome.
Bret Arnold, University of Tulsa
Phillip Borden, University of Tulsa
Elizabeth Marie Schutt, University of Tulsa
Anupama Narayan, University of Tulsa
Submitter: Anupama Narayan, anupama-narayan@utulsa.edu

281. Poster: 4:30PM-5:20PM Board 3 Testing Predictors of Burnout in India and the US
This study examined the relationship of emotional exhaustion to emotional labor, autonomy, and communication satisfaction in an American and Indian sample using a moderated regression analysis. Results showed some predictors to be consistent and others different across samples. This study also addressed the cross-cultural benefits of autonomy and differences in emotional labor between cultures.
Bret Arnold, University of Tulsa
Anupama Narayan, University of Tulsa
Submitter: Bret Arnold, bret-arnold@utulsa.edu

Authors used the job demands-resources model to examine weekend recovery experiences as moderators of the relationship between leader behaviors (abusive supervision, transformational leadership) and subordinate well-being (burnout, work engagement). Psychological detachment bolstered the positive effects on work engagement, and relaxation benefited employees with more negative leaders.
Thomas Brent Ayres, University of Tulsa
Jennifer M. Ragsdale, University of Tulsa
Submitter: Thomas Brent Ayres, thomas-ayres@utulsa.edu

283. Poster: 4:30PM-5:20PM Board 5 Trajectories of Daily Work-Break Relaxation Experiences Across the Workweek
Authors examined if relaxation experiences during a work break followed a predictable pattern over the work week. Daily and stable factors were included as potential moderators of the trajectory. Relaxation experiences followed an inverted U-shaped trend, peaking on Wednesday. Employee burnout was the only factor to moderate the positive linear trend of relaxation experiences during the week.
Thomas Brent Ayres, University of Tulsa
Jennifer M. Ragsdale, University of Tulsa
Anupama Narayan, University of Tulsa
Submitter: Jennifer M. Ragsdale, jen-ragsdale@utulsa.edu

284. Poster: 4:30PM-5:20PM Board 6 Uh Oh! Experiencing Incivility at Work May Make You a Jerk on the Road
This study examined the within-person spillover process between experiencing incivility at work and aggressive driving behaviors during the work-to-home commute as mediated by negative emotions while driving and psychological contract violation. Results showed on days when employees experience incivility in the workplace, they engaged in more aggressive driving behaviors via emotional mechanisms.
Katrina A. Burch, Western Kentucky University
Janet L. Barnes-Farrell, University of Connecticut
Submitter: Katrina A. Burch, katrina.burch@wku.edu

285. Poster: 4:30PM-5:20PM Board 7 Hazard Exposure and Organizational Justice on ERI in High-Risk Occupations
Authors examined the role of hazards on effort-reward imbalance (ERI) for nurses and first responders. Results show that these occupations report higher ERI than other lower risk occupations, increased hazard exposure is associated with higher ERI, and organizational justice moderated this pathway. Theoretical and practical implications are discussed.
Colleen Cui, University of Central Florida
Amanda Grinley, University of Florida
Kristin A. Horan, University of Central Florida
Submitter: Colleen Cui, colleencui@knights.ucf.edu

286. Poster: 4:30PM-5:20PM Board 8 Job Demands and Burnout: The Buffering Role of Relative-Leader-Member Exchange
In a study of nurse managers, this study addressed whether relative leader–member exchange (RLMX) buffers against the negative effects of job demands on burnout. Results indicated that RLMX reduced the effect of role conflict on burnout and that job control mediated the effect of RLMX on the relationship between role conflict and burnout. Theoretical and practical implications are discussed.
Richard Currie, University of Central Florida
Ghada Baz, University of Central Florida
Anthony Naranjo, University of Central Florida
Barret Vermillion, University of Central Florida
Lisa M. Kath, San Diego State University
Mark G. Ehrlhart, University of Central Florida
Submitter: Richard Currie, richard.currie@ucf.edu

287. Poster: 4:30PM-5:20PM Board 9 The Polysemous Quality of Mindfulness: Mapping the Field and Identifying Research Gaps
Authors comprehensively review research on work-related implications of mindfulness. Results reveal a new perspective of mindfulness, identify 8 prominent avenues of mindfulness research and profitable directions for future research, and summarize the varied ways in which mindfulness has been operationalized. A research agenda as well as guidelines for future research are proposed.
Carole Daniel, SKEMA Business School
Isabelle Walsh, SKEMA Business School
Jessica Mesmer-Magnus, University of North Carolina Wilmington
Submitter: Jessica Mesmer-Magnus, magnusj@uncw.edu

288. Poster: 4:30PM-5:20PM Board 10 Uncertain, Yet Thriving: Need Uncertainty in Work Relationships and Worker Health
Using thriving as a conceptual manifestation of the 3 basic needs satisfaction, self-determination theory provided the framework for this introductory field study examining Chinese airline pilots. Thriving mediated relationships between LMX/TMX and well-being but not physical health indicators. Further, trait uncertainty contributed to thriving but did not interact with LMX/TMX.
Stefanie Fox, Portland State University
Katherine McMahon, Portland State University
Xiaoming Zheng, Tsinghua University
Submitter: Stefanie Fox, stfox@pdx.edu
Personality and Well-Being: Testing an Integrative Model Across Retirement Status
Authors tested an integrative model based on resource theories of retirement examining whether health and wealth mediate the relationship between the Big 5 and well-being in late life. Results suggest wealth and health mediate the relationship between personality and well-being, but retirement status did not change the modeled relationships.

Katrina A. Burch, Rice University
Meghan Kathleen Davenport
Margaret E. Beier, Rice University
Submitter: Jacqueline Gilberto, jgilb10@gmail.com

Supervisor Ostracism and Emotional Labor: The Modifying Role of Harmony
Authors investigated the relationship between supervisor ostracism (being ostracized by one’s supervisor) and employees’ emotional work (i.e., emotional labor), categorized as 1 type of prosocial behaviors. Supervisor ostracism was positively related to both surface acting and deep action. Furthermore, employees’ harmony values moderated these relationships.

Xixi Gu, Hofstra University
Cong Liu, Hofstra University
Kevin Nolan, Hofstra University
Jie Ma, Lanzhou University
Submitter: Xixi Gu, guxixi627@gmail.com

Leadership Influence on Safety: Psychological Safety and Safety Climate as Mediators
Leaders have a critical role in influencing employees’ safety behaviors. The study used multiple mediation structural equation modeling (SEM) and found that psychological safety mediated the relationship between leadership competencies and safety climate at the individual level. Employees’ perception of their manager’s leadership capability to communicate decreases safety incidents and fatalities.

Shanon R. Harmon, Southern California Edison
Robert R. Miller, The Chicago School of Professional Psychology
John K. Mulholland, Southern California Edison
Jay M. Finkelman, The Chicago School of Professional Psychology
Submitter: Shanon R. Harmon, shanon.harmon@sce.com

What Are Worksite Wellness Programs and Are They Effective?
The number and types of wellness programs implemented in the workplace has increased. Therefore, it is important for organizational leadership to understand what is wellness and what contributes to wellness program effectiveness. This literature summarizes 266 studies and provides a state of the research literature on wellness programs.

Joungmin Hong, Texas A&M University
Stephanie C. Payne, Texas A&M University
Submitter: Joungmin Hong, hongx128@tamu.edu

Unpacking the Burnout Phenomenon: Understanding Daily Influences on Burnout Over Time
This study examined the daily work-related influences on the burnout phenomenon. Specifically, they examined the influence of daily job stress on burnout over time, as mediated by daily affective rumination about work. Results showed that employees who experienced daily job strain were more likely to engage in rumination, and over time, this relationship was significantly associated with burnout.

Emily Houk, Western Kentucky University
Katrina A. Burch, Western Kentucky University
Janet L. Barnes-Farrell, University of Connecticut
Submitter: Katrina A. Burch, katrina.burch@wku.edu

Are Values Valuable? Individual Differences on the Effects of Economic Stress
Although economic stress and financial strain have a negative impact on physical and mental well-being, little research has investigated these variables in relation to organizational outcomes. The authors study tested materialism as a moderator and financial strain as a mediator of the economic stress–organizational commitment relationship.

Elyssa Johnson, Clemson University
Robert R. Sinclair, Clemson University
Submitter: Elyssa Johnson, elyssa@clemson.edu

Going Home Exhausted, Sleepless in Bed: The Power of Psychological Detachment
Authors examined the relationship between emotional exhaustion and sleep quality mediated by psychological detachment at the within-person level using multilevel structural equation modeling. Findings indicate an indirect effect of psychological detachment was significant (estimate = -0.097, 95% CI = [-0.172, -0.030]) at the within-person level. The study is an intermediate level to understand.

Boram Kim, Sogang University
Sojin Park, Sogang University
Jae Yoon Chang, Sogang University
Submitter: Boram Kim, luckey1222@gmail.com

Perceived Work Environment Change With Age and Education
The study examined how age and education influence perceived work environments and job-related mental health. The study found that age was negatively correlated with job demands and positively correlated with job-related mental health. Level of education was positively correlated with job demands, job-related mental health, and was differentially related to different types of resources.

Michelle Hyun Ji Kim, Rice University
Margaret E. Beier, Rice University
Submitter: Michelle Hyun Ji Kim, mhk7@rice.edu

Multi-Item Subjective Age as a Better Predictor of Distal Work-Related Outcomes
Authors examined the stability of the factor structure of a multi-item composite measure of subjective age (feel age, do age, interest age, look age) and assessed whether it was a better predictor of distal work-related outcomes than its single-item counterpart. Findings indicate the multi-item version is stable over time and better suited for monthly/yearly longitudinal research in organizations.

Rick Allen Laguerre, University of Connecticut
Janet L. Barnes-Farrell, University of Connecticut
James Michael Hughes, Abnormal Group, LLC
Submitter: Rick Allen Laguerre, Rick.Laguerre@uconn.edu

Field Examination of Occupational Driver Behaviors and Commute Times in Oil and Gas
Drivers in an oil and gas well servicing fleet demonstrated a 60% reduction in speeding events and a 50% reduction in aggressive driving...
Events over a 16-week baseline to intervention period. Further, drivers experienced a combined average on-duty and commute time of 15.4 hours during work days, with up to 3 hours of commuting time.

Andrew M. Miller, Virginia Tech Transportation Institute
Andrew Krum, Virginia Tech Transportation Institute

Submitter: Andrew M. Miller, amiller6@vt.edu

300. Poster: 4:30PM–5:20PM Board 22
Effects of LMX and Interpersonal Justice on Emotional Exhaustion

LMX negatively influences emotional exhaustion directly and indirectly through interpersonal justice. Longitudinal data from 153 faculty members supported our proposition that high LMX is a resource, buffering against exhaustion and increasing justice perceptions, which in turn reduces exhaustion. Emotional stability was found to be a buffer against low LMX in predicting IJ.

Mike Olson, University of Houston
Nikola Fedorowicz, University of Houston
Ricardo Obasare, University of Houston
Catherine Horn, University of Houston
Mary Louise Holze, University of Houston
Tina Zamanipour, University of Houston
L. A. Witt, University of Houston

Submitter: L. A. Witt, witt@uh.edu

301. Poster: 4:30PM–5:20PM Board 23
Investigating the Momentary and Stable Predictors of Break Taking

Breaks allow employees to maintain their energy and to perform well at work, yet little is known about the factors shaping whether or not employees will take a break. This multiwave field study (N = 388) investigated the momentary antecedents of— and impediments to—break taking over a workday. This study also examined microbreak climate and conscientiousness as stable predictors of break taking.

Vincent Phan, University of Waterloo
James W. Beck, University of Waterloo

Submitter: Vincent Phan, v4phan@uwwaterloo.ca

302. Poster: 4:30PM–5:20PM Board 24
A Meta-Analysis of Workplace Health Intervention Programs: The What, How, and Who

This paper investigated whether the efficacy of WHIPs is dependent on the specific health domain targeted, and identify sample and intervention moderators. WHIP overall improved health across all domains examined. Analyses of intervention efficacy broken down by domain revealed that interventions improvements were apparent for interventions targeting diet, exercise measures, and mental health.

Wei Ming Jonathan Phan, University of Illinois, Urbana-Champaign
Dolores Albaracin, University of Illinois Urbana-Champaign
Sunderrajan Sunderrajan, University of Illinois, Urbana-Champaign

Submitter: Wei Ming Jonathan Phan, jonathan.phan@csulb.edu

303. Poster: 4:30PM–5:20PM Board 25
Job Insecurity in Post-Crisis Europe: The Role of Job Preservation Motivation

Using data from Mediterranean and Northern Europe, authors examine job preservation motivation and its relationship with job insecurity and well-being. Findings indicate a stronger positive relationship between job insecurity and job preservation motivation in Mediterranean countries. In these countries job preservation motivation exacerbates the negative impact of job insecurity on well-being.

Beatrice Piccoli, University of Essex
Hans De Witte, Katholieke Universiteit Leuven

Submitter: Beatrice Piccoli, b.piccoli@essex.ac.uk

304. Poster: 4:30PM–5:20PM Board 26
Workplace Incivility and Work–Family Conflict: Effects of Negative Rumination and Min

Authors examined the effect of workplace incivility on work-to-family conflict through negative rumination at work and after work. Workplace incivility had a significant indirect effect with work-to-family conflict through negative rumination at work and after work, and trait mindfulness buffered the relationship between negative rumination at work and after work.

Shivani Shah, The Graduate Center & Baruch College, CUNY
Wiston Rodriguez, The Graduate Center & Baruch College, CUNY
Ethan James Ray, The Graduate Center & Baruch College, CUNY
Xinxuan Che, Florida Institute of Technology
Zhiqing E. Zhou, The Graduate Center & Baruch College, CUNY

Submitter: Shivani Shah, shivani.shah@baruch.cuny.edu

305. Poster: 4:30PM–5:20PM Board 27
Leadership: A Buffer From Stress and Strain

This study investigated the relations between leadership styles of the full range leadership theory and indicators of work-related stress and strain. Results suggested that certain aspects of leadership may serve as resources for reducing or coping with stress and strain, whereas other aspects of leadership may serve as a hindrance.

Wyatt E. Stahl, PSI Services LLC
Sebastiano A. Fiscaro, Wayne State University

Submitter: Wyatt E. Stahl, stahlwy@gmail.com

306. Poster: 4:30PM–5:20PM Board 28
The Development and Validation of a Workplace Nontask Ostracism Scale

This study proposes a new construct in the workplace relationships space, workplace nontask ostracism, which describes a socially driven workplace exclusion that does not directly impede tasks. In addition, the study provides evidence of the psychometric properties, nomological network, and distinct factor structure and predictive power relative to a related workplace ostracism scale.

Aashna Matty Waiwood, University of South Florida
Joseph Regina, University of Southern Florida
Shannon Cooney, University of South Florida
Tammy D. Allen, University of South Florida

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307. Poster: 4:30PM–5:20PM Board 29
Understanding Underemployment: Is It Better to Be Crafty or Stable?

Using longitudinal data, this study examined job crafting and affective dispositions (positive/negative affect) as moderators of the relationships between underemployment and work-related outcomes. Specifically, authors measured work engagement, organizational commitment, and turnover intentions. Results indicated that job crafting is a significant moderator of underemployment and the outcomes.

Gwendolyn Paige Watson, Clemson University
Robert R. Sinclair, Clemson University
Elyssa Johnson, Clemson University
Gargi Sawhney, Auburn University
Bayor Ann Graham, Clemson University

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308. Poster: 4:30PM–5:20PM Board 30
Sleep Intervention's Effects on Sleep Behavior Through a Social Mechanism

Authors examined the effectiveness of a sleep workshop on medical trainees' sleep behavior as well as the mechanism through which the effects took place. Increase (d = .20 ~ .44) in sleep behaviors and sleep climate were found 1 month after the workshop. Further, mediation analyses suggested that changes in sleep behaviors occurred through change in the communication dimension of sleep climate.

Tetsuhiro Yamada, University of Minnesota
Aaron M. Schmidt, University of Minnesota
Michael J. Howell, University of Minnesota

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309. Poster: 4:30PM–5:20PM Board 31
Does Your Work Kill Your Sleep? Use Machine Learning to Predicting Sleep Quality

Authors explored the most important correlates of sleep quality using supervised machine learning, affirming and extending existing sleep research. Specifically, using lasso regression, it was found that positive
family-to-work spillover, sex, control, positive relations with others, acceptance of others, and negative affect exhibit strong effects on sleep quality.
Lu Zuo, University of Alabama
Submitter: Lu Zuo, lzuo3@crimson.ua.edu

310. Poster: 4:30PM–5:20PM Board 32
The Immediate and Long-Term Implications of Inequality at Work on Well-Being
Authors found that workplace inequality has an immediate and long-term effect on well-being and sense of control. Specifically, the effects of workplace inequality and its change on well-being are mediated by sense of control change. Finally, no significant sex difference was found in these relationships.
Lu Zuo, University of Alabama
Graham H. Lowman, Kennesaw State University
Justin A. DeSimone, University of Alabama
Submitter: Lu Zuo, lzuo3@crimson.ua.edu

311. Poster: 6:00PM–6:50PM Board 1
When the Powerful Behave Unethically: The Interaction of Stability and Beneficiary
Authors conducted 2 experiments to examine the interactive effect of power stability and the intended beneficiary on powerful people’s unethical behavior. Findings indicate that the powerful are more likely to behave unethically in self-serving situations when they perceive their power as unstable, whereas those with stable power are more likely to behave unethetically in group-serving situations.
Xiaoxuan Wang, Zhejiang University
Nicholas Zike, Portland State University
Liu-Qin Yang, Portland State University
Fan Zou, Zhejiang University
JinYan, Zhejiang University
Submitter: Liu-Qin Yang, liuqinyang@pdx.edu

312. Poster: 6:00PM–6:50PM Board 2
What Does It Cost You to Get There? Effects of Emotional Journeys on Daily Outcomes
This study draws on self-regulation theories to argue that emotional changes inherent in an “affect shift” have consequences for employee resources and subsequent behavior. Authors use experience sampling methodology to demonstrate that daily affect shifts—typically regarded as beneficial to employee outcomes—come at the cost of depletion, ultimately triggering counterproductive behaviors.
Emma L. Frank, University of Georgia
Fadel K. Matta, University of Georgia
Tyler Sabey, University of Georgia
Jessica Rodell, University of Georgia
Submitter: Fadel K. Matta, fmatta@uga.edu

313. Poster: 6:00PM–6:50PM Board 3
Genetic Influences on Work–Family Conflict: An Initial Examination
Based on twin pairs data, authors examine the role of genetic factors in explaining variation in work–family conflict. Results indicate work-family conflict has a genetic component. Specifically, genetics explains ~36% and ~26% of the variance in WIF and FIW, respectively. Personality, neuroticism in particular, acts as a partial mediator.
Tammy D. Allen, University of South Florida
Joseph Regina, University of Southern Florida
Aashna Matty Waivood, University of South Florida
Brenton M. Wierink, University of South Florida
Submitter: Tammy D. Allen, tallen@mail.usf.edu

314. Poster: 6:00PM–6:50PM Board 4
Strategy Execution: Measurement and Organizational Performance
Authors present a methodology to reliably measure (r = .75) and track the extent to which organizational strategy is effectively communicated throughout a company in a way that truly guides behavior and local decision making (i.e., strategy execution). Further, a meaningful relationship between successful strategy communication and corresponding organizational outcomes is demonstrated (r = .60).
Jeffery S. Schippmann, Graham Group Ltd.
Michael Dean Schippmann, Northeastern University
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315. Poster: 6:00PM–6:50PM Board 5
Examining the Role of Gender in Scholarly Collaborations in I-O Psychologists
Authors examined gender representation and publication success in I-O psychology academics by investigating the structure of gender-based disparity in collaboration. Social network analyses revealed that women were hindered by the collaboration structure of I-O. Women were less represented in the network, had less social capital, and were particularly underrepresented as top collaborators.
Brian Alfred Eiler, Davidson College
Michele Sky Lee, Northern Arizona University
Ann H. Huffman, Northern Arizona University
Stacie Furst-Holloway, University of Cincinnati
Jocelyn Robles, Northern Arizona University
Submitter: Ann H. Huffman, ann.huffman@nau.edu

316. Poster: 6:00PM–6:50PM Board 6
An Initial Examination of a Supervisor Interpersonal Relationship Ambiguity Scale
Research on leader–member exchange has analyzed the relationship quality of leaders and followers. However, the clarity of these relationships may also be relevant as ambiguity at work relates to undesirable outcomes. In this study, a Supervisor Interpersonal Relationship Ambiguity scale was created, tested, and correlated with occupational health outcomes to examine this new construct.
Joseph Regina, University of Southern Florida
Aashna Matty Waivood, University of South Florida
Tammy D. Allen, University of South Florida
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317. Poster: 6:00PM–6:50PM Board 7
Leader Machiavellianism and Supervisory Behaviors: Do Employee Political Skills Matter?
Authors examine relationships between leader Machiavellianism and abusive supervision and LMX, as moderated by employee political skill to understand how Machiavellian leaders treat employees, influenced by the employees’ perceived utility. Results across 2 studies show that Machiavellian leaders are less likely to abuse employees when they perceive that employees have high political skill.
Blythe L. Rosikiewicz, West Chester University
Jae Young Choi, Drexel University
Yoonhee Kim, Drexel University
Christian J. Reaick, Drexel University
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318. Poster: 6:00PM–6:50PM Board 8
Perceived Leadership Behavior Variability: Capricious or Adaptable Leaders?
Authors conducted 3 studies to examine the structure, predictors, and outcomes of perceived leadership behavior variability. Study 1 uncovered this is a unidimensional construct. Study 2 revealed that greater leader variability was negatively related to group and relational outcomes but only for some followers. Study 3 showed that greater variability was not related to ratings of adaptability.
Winny Shen, York University
Aleksandra Luksysyte, The University of Western Australia
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319. Poster: 6:00PM–6:50PM Board 9
Investigation of Compulsory Citizenship Behavior in the OCB Nomological Network
Multiphasic data from 315 employees provides evidence for convergent/divergent validity of compulsory citizenship behavior (CCB) within the OCB nomological network and separate from in-role behavior. Speifi-
cally, results support a unique contribution of CCB to the operationalization of OCB by emphasizing the employees’ perceptions of whether they perform OCB discretionarily.

Rachel Pohlman, Central Michigan University
Krystal N. Roach, Central Michigan University
Kimberly E. O’Brien, Central Michigan University
Submitter: Rachel Pohlman, pohl1rm1@cmich.edu

320. Poster: 6:00PM–6:50PM   Board 10
Occupational Complexity Moderates Conscientiousness' Relation to Performance
Authors use 2nd-order meta-analyses to reexamine the claim that Conscientiousness consistently predicts moderate performance across jobs. Based on 10 meta-analyses across 8 occupations, Conscientiousness shows generalizable effects across occupations, but complexity moderates this relation. High, versus low-to-moderate, occupational complexity attenuates Conscientiousness’ relation to performance.

Michael P. Wilmot, HumRRO
Deniz S. Ones, University of Minnesota
Submitter: Michael P. Wilmot, mwilmot@humrro.org

321. Poster: 6:00PM–6:50PM   Board 11
Intersectionality and Stereotype Threat During Pregnancy
This study explores the impact of intersectionality on stereotype threat (ST) for pregnant workers. Results suggest that the more intersectionality a pregnant worker possesses, the more likely she is to experience ST in general. Moreover, workers may also experience larger increases in ST as their pregnancy progresses, if they identify with more stigmatized identities.

Lindsey M. Lavaysse, Washington State University Vancouver
Tahira M. Probst, Washington State University Vancouver
Sean Palmer Marquardt Rice, Washington State University Vancouver
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