

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

15  SIOP Select: WHAT Is Inclusion? Its Past, Present, and Future, Lone Star Salon D, 10:30AM
59  Science-Based Advocacy to Minimize Discrimination or Harassment, JW Grand Salon 2, 11:30AM
101 Ye of Any and No Faith: Exploring Faith Identity Management in the Workplace, JW Grand Salon 7-8, 12:00PM
102 SIOP Select: WHOSE Diversity Is Still Not Included?, Lone Star Salon D, 12:00PM
139 Attacking on All Fronts: Examining the Stages of Military Veteran Transition, 408-409, 1:00PM
155 SIOP Select: HOW to Foster Inclusion—Best Practices for People & Organizations, Lone Star Salon D, 1:30PM
206 Toward Building a Better Understanding of Female Leaders, Lone Star Salon G, 2:00PM
224 SIOP Select: WHY Should We Care? Making the Case for Inclusion, Lone Star Salon D, 3:30PM
260 Understanding the Past, Present, and Future of LGBTQ Research, 201-202, 4:30PM
272 Soldier or Civilian? Military Veteran Identity and the Transition Process, JW Grand Salon 7-8, 4:30PM
276 SIOP Select: WHERE Are We Going? Future Directions in Diversity and Inclusion, Lone Star Salon D, 4:30PM
315 Examining the Role of Gender in Scholarly Collaborations in I-O Psychologists, JW Foyer, 6:00PM
327 LGBTQ+ at the Work/Life Interface: A Multidisciplinary Multimethod Examination, 502-503, 8:00AM
329 Where Are the Men? Bringing Men Into the Mix to Push for Workplace Gender Equality, JW Grand Salon 1, 8:00AM
342 Diamond in the Rough? Neurodiversity Inclusion in Practice, Lone Star Salon G, 8:00AM
384 Breadcrumbs in the Maze: Unlocking Access to Leadership for Women, JW Grand Salon 1, 10:00AM
392 Bringing Indigenous Voices to Industrial Organizational Psychology, Lone Star Salon B, 10:00AM
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412 HIV+ Workers Facing Stigma: The Roles of Negative Affect and CD4 Count, Griffin Hall, 10:30AM
413 Encouraging Women to Identify With Male Exemplars in STEM and Non-STEM Organizations, Griffin Hall, 10:30AM
415 A Multilevel Process Model of Research on Fatherhood and Impression Management, JW Grand Salon 7-8, 10:30AM
416 Improving Third-Party Reactions Toward Preferential Treatment Affirmative Actions, Griffin Hall, 10:30AM
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429 An Intersectional Approach to Ambivalent Sexism, Race, Sexuality, and Self-Esteem, Griffin Hall, 10:30AM
430 Women-Exclusive Professional Development Programs Cause Inadvertent Backlash, Griffin Hall, 10:30AM
431 Blocked by the Bamboo Ceiling? Meta-Analysis of Asian-Americans’ Perceived Leadership, Griffin Hall, 10:30AM
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433 Psychological Ownership and Decent Work: A Multivariate Study, Griffin Hall, 10:30AM
441 Issues of Veterans in Non-Military Organizations, Griffin Hall, 10:30AM
443 Creating a Diverse and Inclusive Workplace: An Exercise in Collective Wisdom, JW Grand Salon 3, 11:00AM
445 Contemporary Barriers to the Recruitment and Inclusion of Persons With Disabilities, Lone Star Salon B, 11:00AM
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462 Diversity and Inclusion in Action: Approaches to IGNITE Inclusive Workplaces, JW Grand Salon 5, 12:30PM
507 Thinking Outside the Box: I-Os Improving Employment for Neurodiverse Individuals, 402-403, 1:00PM
518 Extending Intersections: Emerging Themes in Organizational Intersectionality Research, Lone Star Salon A, 1:30PM
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180 Break Time Task Reminders, Psychological Detachment, and Performance Recovery, Griffin Hall, 1:30PM
181 When Counterproductive Work Behavior Can Be Functional at Work, Griffin Hall, 1:30PM
182 Incivility and Employee Silence: A Serial Mediation Model, Griffin Hall, 1:30PM
183 Determining a Meaningful Return to Work After Burnout, Griffin Hall, 1:30PM
184 Nurse Stress Prep: Training Redesign to Impact Longevity in Field, Griffin Hall, 1:30PM
185 Unpacking Workplace Social Support Judgments: A Policy Capturing Experiment, Griffin Hall, 1:30PM
186 Effects of Anticipatory Stress and Stress Forecasting on Well-Being Outcomes, Griffin Hall, 1:30PM
187 Acculturation Demands and Workplace Ostracism in Immigrant Workers, Griffin Hall, 1:30PM
188 Workplace Communication: The Mediating Role of Burnout and Moderating Role of Gender, Griffin Hall, 1:30PM
189 Mindfulness at Work: Is It the Fad or the Future?, 203-204, 3:30PM
190 A Life of Leading: Emerging Trends in Age-Leadership Research, JW Grand Salon 1, 3:30PM
191 O*NET as a Secondary Occupational Data Source, Griffin Hall, 4:30PM
192 Coping Styles and Burnout in American Nurses, Griffin Hall, 4:30PM
193 Testing Predictors of Burnout in India and the US, Griffin Hall, 4:30PM
194 Benefits of Weekend Recovery in the Context of Leadership and Well-Being, Griffin Hall, 4:30PM
195 Trajectories of Daily Work-Break Relaxation Experiences Across the Workweek, Griffin Hall, 4:30PM
196 Uh Oh! Experiencing Incivility at Work May Make You a Jerk on the Road, Griffin Hall, 4:30PM
197 Hazard Exposure and Occupational Justice on ERI in High-Risk Occupations, Griffin Hall, 4:30PM
198 Job Demands and Burnout: The Buffering Role of Relative Leader–Member Exchange, Griffin Hall, 4:30PM
199 The Polysemous Quality of Mindfulness: Mapping the Field and Identifying Research Gaps, Griffin Hall, 4:30PM
200 Uncertain, Yet Thriving: Need Uncertainty in Work Relationships and Worker Health, Griffin Hall, 4:30PM
201 Personality and Well-Being: Testing an Integrative Model Across Retirement Status, Griffin Hall, 4:30PM
202 Supervisor Ostracism and Emotional Labor: The Moderating Role of Harmony, Griffin Hall, 4:30PM
203 Leadership Influence on Safety: Psychological Safety and Safety Climate as Mediators, Griffin Hall, 4:30PM
204 What Are Worksite Wellness Programs and Are They Effective?, Griffin Hall, 4:30PM
205 Unpacking the Burnout Phenomenon: Understanding Daily Influences on Burnout Over Time, Griffin Hall, 4:30PM
206 Are Values Valuable? Individual Differences on the Effects of Economic Stress, Griffin Hall, 4:30PM
207 Going Home Exhausted, Sleepless in Bed: The Power of Psychological Detachment, Griffin Hall, 4:30PM
208 Perceived Work Environment Change With Age and Education, Griffin Hall, 4:30PM
297 Multi-Item Subjective Age as a Better Predictor of Distal Work-Related Outcomes, Griffin Hall, 4:30PM
298 Resilience, Job Strain, and Well-Being of Working Cancer Survivors, Griffin Hall, 4:30PM
299 Field Examination of Occupational Driver Behaviors and Commute Times in Oil and Gas, Griffin Hall, 4:30PM
300 Effects of LMX and Interpersonal Justice on Emotional Exhaustion, Griffin Hall, 4:30PM
301 Investigating the Momentary and Stable Predictors of Break Taking, Griffin Hall, 4:30PM
302 A Meta-Analysis of Workplace Health Intervention Programs: The What, How, and Who, Griffin Hall, 4:30PM
303 Job Insecurity in Post-Crisis Europe: The Role of Job Preservation Motivation, Griffin Hall, 4:30PM
304 Workplace Incivility and Work–Family Conflict: Effects of Negative Rumination and Min, Griffin Hall, 4:30PM
305 Leadership: A Buffer From Stress and Strain, Griffin Hall, 4:30PM
306 The Development and Validation of a Workplace Nontask Ostracism Scale, Griffin Hall, 4:30PM
307 Understanding Underemployment: Is It Better to Be Crafty or Stable?, Griffin Hall, 4:30PM
308 Sleep Intervention’s Effects on Sleep Behavior Through a Social Mechanism, Griffin Hall, 4:30PM
309 Does Your Work Kill Your Sleep? Use Machine Learning in Predicting Sleep Quality, Griffin Hall, 4:30PM
310 The Immediate and Long-Term Implications of Inequality at Work on Well-Being, Griffin Hall, 4:30PM
311 Intersectionality and Stereotype Threat During Pregnancy, JW Foyer, 6:00PM
312 Managing Workplace Mental Health: Implications for Employees and Employers, 203-204, 10:00AM
313 Surviving and Thriving: Improving Residents’ Clinical Learning Environment, Brazos, 10:00AM
314 Addressing Job Insecurity Across the Globe: The Role of Resources, JW Grand Salon 4, 10:00AM
315 Level Up: Exploring Implementation Level in Intervention Research, JW Grand Salon 5, 10:00AM
316 Promoting a Culture of Reporting Health Concerns, 502-503, 11:00AM
317 Work Hard, Play Hard: Investigating Workaholism, Work–Leisure Conflict, and Stress, Griffin Hall, 12:30PM
318 Perfectionism and Health: Longitudinal Mediation Effects of Drug Use, Griffin Hall, 12:30PM
319 Positive Psychology and Safety Performance: A Longitudinal Model of PsyCap and PERMA, Griffin Hall, 12:30PM
320 Recovery During Downtime: Are All Leisure Activities Equal, and for Everyone?, Griffin Hall, 12:30PM
321 Why Is Work so Hard? Exploring the Roles of Work Stressors on Health and Well-Being, Brazos, 1:30PM
322 Hot Topics for the Future of Work: The Future (Age Diverse) Workforce, Lone Star Salon G, 1:30PM
323 The Many Faces of Work and Well-Being: Untangling Relations Between Work and Health, 502-503, 3:00PM
324 Got Stress? Leveraging I-O Psych to Transform Workplace Behavioral Health Approaches, JW Grand Salon 3, 8:00AM
325 From the Workplace to Well-Being: Exploring the Intersection Between Work and Health, JW Grand Salon 1, 10:00AM
326 What’s Stopping You? Organizational Constraints as a Major Work Stressor, 201-202, 12:30PM
327 Mistreatment in Healthcare Workers: Antecedents, Outcomes, and Interventions, JW Grand Salon 1, 1:30PM
328 Investigations Into Factors That Build Positive Safety Capacity, 502-503, 3:00PM

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7 SIOP Select: How to Create a Culture of Psychological Safety, Brazos, 10:30AM
143 Four Stories of Real Culture Change, JW Grand Salon 2, 1:00PM
211 Bridging the Gap Between Organizations and Nontraditional Team Members, 408-409, 3:30PM
218 Culture Joins Strategy for Breakfast: Changing Culture to Align With a New Strategy, JW Grand Salon 5, 3:30PM
473 Effects of Harassment and Reporting Climate on Suicide Prevention, Griffin Hall, 12:30PM
474 Psychological Safety, Ethical Leadership, and Perceived Combat Readiness in Soldiers, Griffin Hall, 12:30PM
475 Climate Strength: Antecedents, Moderating Roles, and Boundary Conditions, Griffin Hall, 12:30PM
476 Hospice Nurses Workplace Social Support, Compassion Fatigue, and Work–Family Balance, Griffin Hall, 12:30PM
477 Effects of Climate and Core Self-Evaluation on Citizenship Behaviors, Griffin Hall, 12:30PM
478 The Impact of Ethical Leadership Depends on Climate Strength, Griffin Hall, 12:30PM
479 LPA to Examine Climates Protective Against Sexual Harassment in the Military, Griffin Hall, 12:30PM
480 How to Induce Error Management Culture: Experimental Evidence From Newly Formed Teams, Griffin Hall, 12:30PM
481 Inclusion as a Modulating Factor of Perceptions of the Reporting Climate, Griffin Hall, 12:30PM
482 Using Actual Executive Values in Value Congruence Measurement, Griffin Hall, 12:30PM
483 Positive Psychology and Safety Performance: A Longitudinal Model of PsyCap and PERMA, Griffin Hall, 12:30PM
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Organizational Justice
68 The Role of Fairness Perceptions in Employee and Patient Health, Griffin Hall, 11:30AM
69 Fair Decision Making: Supervisors’ Leader–Member Exchange and Accountability, Griffin Hall, 11:30AM
70 Third Party’s Reactions to Witnessed Abusive Supervision: Voice From Guilt and Shame, Griffin Hall, 11:30AM

Organizational Performance/Change/Downsizing/OD
71 Impact of Merging Into a Comprehensive Healthcare Center on Employees and Patients, Griffin Hall, 11:30AM
72 Making Sense of Change: A Regression Tree Approach to Contextual Predictors of AP, Griffin Hall, 11:30AM
73 The Thesis I Wrote Last Night: Procrastination, Self-Regulation, Self-Efficacy, Griffin Hall, 11:30AM
74 The Effect of Affective and Cognitive Reactions on Change Readiness Over Time, Griffin Hall, 11:30AM
137 Applying I-O to Healthcare: Opportunities for Research and Practice, 203-204, 1:00PM
266 Perspectives on Organizational Integration and Dis-Integration, JW Grand Salon 1, 4:30PM
332 Blueprint for Success: Designing the Customer Experience for Organizational Impact, JW Grand Salon 4, 8:00AM
Performance Appraisal/Feedback/Performance Management

191 Feedback on Fire! Hot New Ideas to Get People to Love Feedback as Much as We Do, 402-403, 2:00PM
328 Novel Approaches to Organizational Feedback, Brazos, 8:00AM
386 Performance Management Transformation: Lessons Learned and Next Steps, JW Grand Salon 3, 10:00AM
470 Can Cognitive Psychology and Neuroscience Answer Problems in Performance Management?, Lone Star Salon F, 12:30PM
522 Implementing Ongoing Feedback in Performance Management: Strategies and Outcomes, Lone Star Salon E, 1:30PM
624 Criterion-Related Validity of Feedback Orientation Ratings: A Multisource Examination, Griffin Hall, 4:00PM
625 All Is Not Fair in the Appraisals of Performance: Appraisals, Justice, and Outcomes, Griffin Hall, 4:00PM
626 How Do You Stack Up? Improving 360 Reactions With Normative Feedback, Griffin Hall, 4:00PM
627 The Effect of Informal Feedback Processes on CWB: Exploring Boundary Conditions, Griffin Hall, 4:00PM
628 The Effect of Perceived Feedback-Seeking Motives on Feedback Givers' Effort, Griffin Hall, 4:00PM
629 Frequency and Effects of Performance Appraisal Training in Applied Settings, Griffin Hall, 4:00PM
630 Do We Practice What We Preach?: Adding Soft Skills to Leader Performance Evaluations, Griffin Hall, 4:00PM
631 Computerized Continuous Feedback Undermines Performance, Griffin Hall, 4:00PM
632 Stop Doing That!: A Positive Feedback Intervention for Young Workers, Griffin Hall, 4:00PM
633 Learning From Negative Feedback: Testing Feedback Intervention Theory, Griffin Hall, 4:00PM
767 Understanding Social and Contextual Factors in Performance Management, Lone Star Salon F, 10:00AM
803 Feedback That Propels Growth: Innovative 360 Applications for Personal Development, 203-204, 11:30AM
921 Leveraging Peer Networks to Transform Performance Feedback and Talent Development, Lone Star Salon D, 1:30PM

Personality

20 Personality Profiles at Work: Nature and Implications, Griffin Hall, 10:30AM
21 Origins of Adult Nontask Work Behavior via Behavioral Genetic Methodology, Griffin Hall, 10:30AM
22 Power @ Work: A Study of Supervisor–Employee Power Motive (In)congruence, Griffin Hall, 10:30AM
23 Clarifying Personality Measurement in I-O: The Utility of Item Response Tree Models, Griffin Hall, 10:30AM
24 Understanding Individual Differences of Perceptions of ISIS Utopia Messaging, Griffin Hall, 10:30AM
25 Are Curmudgeon Personality Measures Resistant to Socially Desirable Responding?, Griffin Hall, 10:30AM
26 Predicting Grades: Testing Broad Versus Narrow Personality Traits With a Bifactor Model, Griffin Hall, 10:30AM
27 Contrastive Effects of Agentic and Communal Narcissism in the Workplace, Griffin Hall, 10:30AM
28 Traitenedness as a Moderator of Trait Level Estimates and Job Performance, Griffin Hall, 10:30AM
29 Social Courage Fosters Both Voice and Silence in the Workplace, Griffin Hall, 10:30AM
30 Alexithymia Incrementally Predicts Contextual Performance Above the Five-Factor Model, Griffin Hall, 10:30AM
31 Honesty-Humility Incrementally Predicts Contextual Performance Above the Five-Factor Model, Griffin Hall, 10:30AM
32 Identifying Optimal Keys to Enhance Personality Scale Validity, Griffin Hall, 10:30AM
33 Narcissism and Response Distortion in Personality Assessment, Griffin Hall, 10:30AM
34 Intensity, Attention, or Arousal? Communion Striving Dimensions Predicting OCB and CWB, Griffin Hall, 10:30AM
35 Understanding Nonstandard Workers, Their Characteristics, and Choices, Griffin Hall, 10:30AM
36 Comparative Prediction of Work Criteria Using Latent Profiles of Personality, Griffin Hall, 10:30AM
37 Personality Profiles and Organizational Health Outcomes, Griffin Hall, 10:30AM
38 Interested in the Dark Side? Relating Vocational Interests to Dark Personality, Griffin Hall, 10:30AM
39 Professional Rejection Sensitivity Theory, Griffin Hall, 10:30AM
40 When Does Personality Inhibit Idea Evaluation?, Griffin Hall, 10:30AM
41 Core Self-Evaluations and Net Worth: Examining Mediating and Moderating Factors, Griffin Hall, 10:30AM
42 The Narcissism Epidemic? A Cautionary Tale of "Generational" Differences, Griffin Hall, 10:30AM
43 A New Approach to an Old Debate: Social Desirability in Personality Assessment, Griffin Hall, 10:30AM
44 Can Playing Politics Be Good?: Role of Political Skill in Predicting Job Performance, Griffin Hall, 10:30AM
45 Possible Dark Sides? Proactive Personality, and Coworker Envy, Helping, and Undermining, Griffin Hall, 10:30AM
46 Personality and Motivational Job Features: Fit Beyond Demands, Griffin Hall, 10:30AM
47 A Meta-Analysis of Perfectionism and Coping Styles: Implications for Work, Griffin Hall, 10:30AM
48 Age and Gender Differences in Perfectionism: A Meta-Analysis, Griffin Hall, 10:30AM
49 Intraindividual Relationships Between Personality, Affect, and Job Satisfaction, Griffin Hall, 10:30AM
50 Big Five Personality Traits and Sleep-Wake Variables: A Meta-Analysis, Griffin Hall, 10:30AM
51 Impact of Safety Content on Faking Behavior, Griffin Hall, 10:30AM
204 Developments in Informant Reports of Personality and Deceptive Impression Management, Lone Star Salon C, 2:00PM
320 Occupational Complexity Moderates Conscientiousness' Relation to Performance, JW Foyer, 6:00PM
323 How Implicit Personality Research Can Contribute to I-O Psychology, 203-204, 8:00AM
436 Work Environment and Individual Characteristic Interaction Effects on Work Outcomes, Brazos, 11:00AM
564 Personality in the Workplace: How Much Does the Situation Matter?, JW Grand Salon 1, 3:00PM
715 Vocational Interests at Work: New Directions, Lone Star Salon F, 8:00AM
820 Strategic Directions in Forced-Choice Personality Testing, Lone Star Salon G, 11:30AM

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

65 Giving Away I-O Psychology: How to Volunteer Your Time and Talent, Lone Star Salon F, 11:30AM
147 Making Work Human: People Analytics in the Human–Digital Age, JW Grand Salon 6, 1:00PM
236 Nonprofits and Volunteers in Organizational Psychology: A Case for Consolidation, Griffin Hall, 3:30PM
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**Technology (e.g., gamification, social media, simulations)**

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| 152 Video Interviewing 2.0: Beyond Best Practices and Artificial Intelligence Implications, Lone Star Salon F, 1:00PM | |
| 195 Assessing Relationship Quality: Technology to Understand Interpersonal Interactions, JW Grand Salon 1, 2:00PM | |
| 208 I Have Text Data. What Do I Do Next? A Master Tutorial on NLP Basics, 201-202, 3:30PM | |
| 271 Virtual Reality and Assessment: Future Directions for Research and Practice, JW Grand Salon 6, 4:30PM | |
| 335 The Rise of the Machines: How Machine Learning Is Changing Organizations and Research, JW Grand Salon 7-8, 8:00AM | |
| 394 Trust and the Artificial Intelligence—Human Interface at Work, Lone Star Salon D, 10:00AM | |
| 449 Automation (In)Equality: The Future of Work: Interdisciplinary Perspectives, Lone Star Salon F, 11:00AM | |
| 480 An Empirical Investigation of Rideshare Driver Motivation and Work Outcomes, Griffin Hall, 12:30PM | |
| 489 Influencing the Influencer: A Proposed Model of Social Media Influencer Effectiveness, Griffin Hall, 12:30PM | |
| 492 Classifying and Predicting Voluntary Turnover on Twitter With Machine Learning, Griffin Hall, 12:30PM | |
| 497 Bringing Artificial Intelligence Into the Firm: Developing Sociotechnical Capital, Griffin Hall, 12:30PM | |
| 500 Job Characteristics and Turker Motivation: Amazon Mechanical Turk Crowdsource Study, Griffin Hall, 12:30PM | |
| 503 Procedural Justice Perceptions of Automated Resume Screening, Griffin Hall, 12:30PM | |
| 504 Assessing the Accuracy and Validity of Facebook Ratings in the Selection Context, Griffin Hall, 12:30PM | |
| 510 A Multilevel Analysis of Transformational Face-to-Face and Online Teaching, Griffin Hall, 12:30PM | |
| 516 An Instrument for Measuring Electronic Performance Monitoring Practices, Griffin Hall, 12:30PM | |
| 520 Development and Validation of the Digital Readiness Model, Griffin Hall, 12:30PM | |
| 527 Revisiting Mobile Assessment: Demographics and Impact on the Assessment Process, Griffin Hall, 12:30PM | |
| 533 Algorithmically Creating Progressive Matrices Items, Griffin Hall, 12:30PM | |
| 537 The Future of Talent Assessment: Evolution or Revolution?, JW Grand Salon 7-8, 1:30PM | |
| 541 Demonstrating Natural Language Processing Applications for Improving Job Analysis, JW Grand Salon 7-8, 3:00PM | |
| 547 Essential Data Science Toolkit for I-O: A Crash Course in Scientific Programming, Lone Star Salon F, 3:00PM | |
| 563 Friday Seminar 5: Interactive Data Visualization Apps With Shiny, 303-304, 3:00PM | |
| 567 Machine Teaching: The State of the Art and Science of Rating Unstructured Data, JW Grand Salon 3, 10:00AM | |
| 572 Exploring the Impact of Work Use Technology on Employee Performance and Well-Being, Lone Star Salon H, 11:30AM | |
| 576 Interactive Tools: Web-Based Applications in Organizational Research and Practice, Lone Star Salon A, 12:30PM | |
| 578 Internet of Things in the Workplace: Ethical and Practical Unknowns, 408-409, 1:30PM | |

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

| 03 Opportunities and Challenges in Using SJTs in Medical Education, 203-204, 10:30AM | |
| 05 Model Explainability: Content and Construct Validity for ML-Based Assessments, 201-202, 11:30AM | |
| 58 Asynchronous Video Interviews Today—Artificial Intelligence Analysis Tomorrow?, JW Grand Salon 1, 11:30AM | |
| 100 The Best and Worst of Situational Judgment Test Response Formats in Applied Settings, JW Grand Salon 5, 12:00PM | |
| 104 Losing Its Luster? Influence of AI Innovations (and Caveats) on Selection Consulting, 402-403, 1:00PM | |
| 117 Let's Put It in Stone: How Confident Are You in Your Technical Documentation?, 502-503, 1:00PM | |
| 119 Non-g-O-centric Models of Cognitive Abilities and Their Relevance to I-O Psychology, JW Grand Salon 3, 1:00PM | |
| 119 Is It Time to Reconsider the Ban on Using Demographic Variables in Selection?, JW Grand Salon 2, 2:00PM | |
| 215 Is It Time to Reconsider the Ban on Using Demographic Variables in Selection?, JW Grand Salon 2, 2:00PM | |
| 220 Translating Research on Specific Cognitive Abilities Into Opportunities for Practice, JW Grand Salon 4, 3:30PM | |
| 334 Synthetic Validity: An Authentic Solution to Applied Problems, Lone Star Salon A, 8:00AM | |
| 338 Friday Seminar 2: ML Powered Talent Assessments: Vision Practicalities and Techniques, 303-304, 8:00AM | |
| 338 SIOP’s Leading Edge Consortium: Highlights and Lessons From the 2019 LEC, Lone Star Salon C, 10:00AM | |
| 433 Innovative Cognitive Ability Assessment: Advancing Theory, Technology, and Measurement, Lone Star Salon F, 10:00AM | |
| 437 Modern Validity Arguments Meet Artificial Intelligence in Assessment, JW Grand Salon 7-8, 11:00AM | |
| 439 Modern Problems Require Modern Solutions: New Approaches to Personality Assessment, Lone Star Salon A, 11:00AM | |
| 442 To Equivalency and Beyond: New Discoveries in the Mobile Assessment Realm, JW Grand Salon 1, 12:30PM | |
| 442 Assessments in a Healthcare Setting: Challenges and Opportunities, JW Grand Salon 2, 12:30PM | |
| 447 The Blend of Art and Science: Creative Interviewing Approaches, JW Grand Salon 3, 12:30PM | |
| 450 Multiple Choices, One Common Theme: Careers in Occupational Testing, Lone Star Salon H, 12:30PM | |
| 456 Innovations in Item Generation and Automated Test Assembly Methods, Lone Star Salon C, 1:30PM | |
| 457 Messy Validation VI: What Would You Do If...?, Lone Star Salon H, 1:30PM | |
| 466 The Construct Validity of Computer-Assisted Text Analysis (CATA), Lone Star Salon G, 3:00PM | |
| 466 Advances in Situational Judgment Test Methods and Content, 203-204, 4:30PM | |
| 467 In the Trenches Part 2: Use of SJTs in High-Stakes, High-Volume Testing Programs, JW Grand Salon 3, 4:30PM | |
| 467 Critical Topics in the Application of AI/ML/DL to Personnel Selection, JW Grand Salon 6, 4:30PM | |
| 467 Balancing Rigor and Efficiency in Criterion-Related Validation, Griffin Hall, 5:00PM | |

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Hiring Safer Rideshare Drivers: The Influence of Mechanical Reasoning and Personality, Griffin Hall, 5:00PM
A Tale of Two Transportability Processes: An Application of Complementary Approaches, Griffin Hall, 5:00PM
Predicting Performance for Jobs With High Automation: A Quantitative Review, Griffin Hall, 5:00PM
Can You Ever Be Too Smart to Be Successful? Linear and Nonlinear Effects of GMA, Griffin Hall, 5:00PM
Investigating Group Differences in Verbal and Nonverbal Social Intelligence, Griffin Hall, 5:00PM
Designing Selection Systems to Reduce Turnover, Griffin Hall, 5:00PM
A Statistical Determination of the Dimensionality of Trust, Griffin Hall, 5:00PM
Role of Mental Abilities and Conscientiousness in Explaining College Grades, Griffin Hall, 5:00PM
Gender Effects in Structured Employment References: No Cause for Concern, Griffin Hall, 5:00PM
Examining the Feasibility of Alternative Approaches to Forced-Choice Item Information, Griffin Hall, 5:00PM
Examining the Impact of Forced-Choice Test Configurations on Test Results, Griffin Hall, 5:00PM
Faking and the Validity of Personality Tests: An Experimental Investigation, Griffin Hall, 5:00PM
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Are Vocational Interests Susceptible to Faking?: An Employee Sample, Griffin Hall, 5:00PM
Encouraging the Use of Mechanical Data Combination: The Autonomy–Validity Dilemma, Griffin Hall, 5:00PM
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Toward a Better Understanding of Less Structured Interviews: A Contrarian Review, Griffin Hall, 5:00PM
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Use of SME Importance Ratings and Profiling in Selection Model Development, Griffin Hall, 5:00PM
Adaptation of Implicit Association Test for Measurement of Personality Trait, Griffin Hall, 5:00PM
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Measuring Teamwork Skills in a Virtual Environment for Intelligent Team Training, Griffin Hall, 3:30PM
Virtual Reality Preference Using a Unified Theory of Acceptance and Use of Technology, Griffin Hall, 3:30PM
Are Class Quizzes Effective: A Meta-Analytic Synthesis, Griffin Hall, 3:30PM
Expanding Our Capacity to Respond to Natural Disasters Using Citizen Scientists, Griffin Hall, 3:30PM
Back to the Basics of Training Evaluation: Improving Patient Safety, Griffin Hall, 3:30PM
Training and Justice: Role of Felt Obligation and Trainer Just and Unjust Behaviors, Griffin Hall, 3:30PM
Post Present: The Key to Effective EDI Training, 408-409, 8:00AM
Real Examples of Worker Upskilling and Reskilling: Lessons Learned, 201-202, 12:30PM
Will It Work in Practice? Challenges for the Development of Training Programs, 408-409, 1:30PM
It’s Not You, It’s Me: Examining I-O Psychology’s Decline in Learning and Development, Brazos, 8:00AM
Impact Evaluation: From Employee Training to Leadership Development, JW Grand Salon 7-8, 12:30PM
Work and Family/Non-Work Life/Leisure
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Family-Supportive Supervisory Behaviors and Perceived Benevolent Intent, Griffin Hall, 10:30AM
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Where Do We Go From Here?: Creating a Research Agenda for LGBTQ+ and Work–Life, JW Grand Salon 4, 3:00PM
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The Pursuit of Balance: A Forum to Advance Research on Work–Family Balance, JW Grand Salon 4, 4:30PM
Well-Being of Being Well Connected: How Off-Job Technology Use Hinders Welfare, 402-403, 8:30AM
Society for Industrial and Organizational Psychology
What do YOU think?

Tell SIOP’s Roving Reporter!

Person on the street interviews will be happening during the conference so be on the lookout and ready to share!