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Dear Colleagues,

A warm welcome to the 32nd Annual SIOP Conference in Orlando! We are thinking forward this year with several notable innovations elevating the conference program and networking opportunities. We would like to take this opportunity to highlight some particularly exciting features at this year’s conference.

Opening Plenary Session
The conference kicks off on Thursday morning with SIOP’s highest awards and introductions to the newest SIOP Fellows. This event will feature Mort McPhail’s Presidential Address with goals for the future of I-O psychology, following a must-see introduction by the incoming president, Fred Oswald.

Informative and Invigorating Peer-Reviewed Content
This year’s program is packed full of highly rated peer-reviewed content including symposia, roundtables, panels, alternative session types, debates, master tutorials, and posters! We have 21 concurrent sessions for you to choose from at any point during the conference. We are particularly thrilled about the top-notch session content; it has been incredibly exciting for us to see the program come together, and we can’t wait for you to experience it too!

Reproducible Research
We are excited to have more than 60 presentations sharing Reproducible Research (RR) at this year’s conference, including an all-day RR Track on Saturday in Asia 4. Inspired by best practices from other technical conferences, RR presenters are making their research (data and/or analysis code) available to the I-O community. Look for the to find these sessions in the program, and find a link to their materials at www.siop.org/rr.

Theme Track
The 2017 Theme Track, “Driving Breakthroughs by Anticipating What’s Next: Planning for the Future of I-O Psychology,” is on Thursday and is designed to bring SIOP President Mort McPhail’s vision to life, celebrating I-O progress through the years, highlighting ongoing initiatives that chart a course for the future, proposing new frontiers and up-and-coming career paths, and debating what is really new on a variety of trending topics. The day will include five sessions of differing formats including an engaging debate on “As the Pendulum Swings: Debating What’s Really New in I-O” and an IGNITE session, “Shaping the Future of I-O Through Multidisciplinary Approaches.” It’s sure to be an engaging and informative series of sessions. Stay all day or attend only the sessions of most interest to you.

Special Sessions
Special Sessions are curated by the Program Committee to focus on emerging topics of broad interest to the SIOP community. These include sessions with “invited” speakers that are open to all attendees. A few highlights about what’s new this year:
- Shaken & Stirred is not your typical session; it’s an edgy event featuring 15 thought leaders who are pushing the boundaries of I-O and challenging others to do the same. Speakers have just 2 minutes to give their own spin on one seemingly simple question: “What if...?”
- Featured Sessions are brand new for SIOP 2017 and pair together 2016 award winners to offer successful strategies, tips, and examples for building and maintaining a competitive edge as an I-O psychologist.
- This year’s Master Collaboration session, “What We Did Not Learn in Graduate School,” will attempt to close the academic–practitioner gap by diving into skills that I-O psychologists and HR practitioners need to succeed in their careers but were not part of their formal graduate training.

Top Posters
The top rated posters from this year’s conference will be showcased at the Thursday evening (6:00 PM) Networking Reception, presented by IBM. Grab some hors d’oeuvres and chat with these authors about their exciting research.

Continuing Education Credits
The annual conference offers many opportunities for attendees to earn continuing education credits, whether for psychology licensure, HR certification, or other purposes. For over 30 years, SIOP has been approved by the American Psychological Association to sponsor continuing education for psychologists. SIOP also holds HR Certification Institute Approved Provider and SHRM Recertification Provider status. Information about the many ways to earn CE credit at the SIOP annual conference can be found on page 8.
Communities of Interest
Community of Interest sessions provide a forum for you to share your voice and shape how I-O makes an impact in 12 influential topic areas. Each interactive session is designed for you to meet new people, discuss new ideas, and have an active role in a conversation that will prove instrumental to pushing forward a hot topic in I-O. The casual yet meaningful conversations will be held in Asia 3 on Thursday and Friday, and will be moderated by two facilitators with insights on the topic (no chair, presenter, discussant, or even slides). You will meet potential collaborators, generate ideas, have stimulating conversations, meet some new friends with common interests, or expand your network to include other like-minded SIOP members.

Executive Board Special Sessions
The Executive Board has added several thought-provoking sessions to the conference program, emphasizing topics identified by SIOP leaders to share with you and gather your input about key initiatives, partnerships, and advocacy efforts of the Society. These sessions have been carefully designed to address the needs of SIOP members. This year’s Executive Board sessions topics include a conversation with SIOP leadership, sessions on advocacy and social media, and a set of sessions focused on the work of the Alliance for Organizational Psychology (an international federation of work, industrial, and organizational psychology societies).

HR Practitioner Track
For the third straight year, we are continuing with feature of the conference: a highlighted track for those with specific interests in the practice of HR. Each of these sessions takes place on Friday in Asia 5 and include topics like HR analytics, business strategy, telework, and more.

Closing Address
This is NOT the year to catch an early flight home. You do not want to miss the closing plenary session! This year’s closing speaker has literally risen to heights unsurpassed by any prior keynote speaker or conference attendee! Dr. Stanley Love, an astronaut from NASA, will share his perspective on how I-O can contribute to the mission to Mars. This session is scheduled for Saturday from 4:30–5:30pm in Pacific BC.

Closing Reception
Havana Nights, the Cuban-themed reception following the closing address, will be a fun and delicious finale to the conference. Join us in sending the conference out on a high note through a celebration of the Cuban influence on the tastes and sounds of Florida!

Final Thoughts
Your conference committee is dedicated to improving the conference each year. Please share with us any ideas you have for further improving the annual conference.

This outstanding conference is organized by members for members—we have more than 1,500 volunteers involved in this effort. We are grateful to each of you who devoted your time and energy toward strengthening our conference, and we encourage all SIOP members to consider volunteering in the future. We are also profoundly indebted to the dedicated SIOP staff members who work tirelessly to surpass members’ needs and expectations. Our conference is great because of all the people who support it, and we feel honored to have served SIOP with you.

Enjoy the conference!

Sincerely,

Daisy Chang          Zack Horn
2017 Conference Chair 2017 Program Chair
Michigan State University Stitch Fix
32nd ANNUAL CONFERENCE PROGRAM

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Walt Disney World Swan and Dolphin

1500 Epcot Resorts Blvd., Orlando, FL 32830 Phone: (407) 934-4000

Directions from the Orlando Airport:

From the airport, take the South exit.

After 4.2 miles, the 417 South (Central Florida Greenway) exit appears on the right (this is a toll road; please be sure to have change as there is no attendant at the final toll booth).

You will stay on the Central Florida Greenway (417) for 18.2 miles.

There are two exits: the “Epcot® Center/Disney Village” exit (#6) and the “Magic Kingdom/Disney’s Hollywood Studios™” exit (#3). Take exit #3 (which is called Osceola Parkway).

At the bottom of the exit ramp, turn right (West). Continue on this road and you will soon see the Walt Disney World signage.

After you pass under the WALT DISNEY WORLD archway onto Disney property, you will turn right at the first traffic light onto Victory Way.

Continue on Victory Way until the second traffic light. Here you will turn left onto Buena Vista Drive.

Take Buena Vista Drive to the second traffic light and turn right onto Epcot Resorts Blvd.

The entrance to the Swan will be the first driveway on your right.

The entrance to the Dolphin will be approximately ½ mile past the Swan on the right.

Questions? Visit the SIOP Hospitality Desk near conference registration.

Access the searchable version of this program at
www.siop.org/Conferences/17con/Program/searchable.aspx

Persons With Disabilities

If you require special assistance, please inform the SIOP Administrative Office of any needs.

We will endeavor to meet these requests.

Please notify us as early as possible by calling (419) 353-0032 or emailing siop@siop.org.
Welcome! On behalf of the City of Orlando, it is my pleasure to welcome the Society for Industrial and Organizational Psychology annual conference to the City Beautiful.

Your conference is set in the heart and soul of Central Florida. From a bustling center of commerce boasting a diverse set of industries, to its fine restaurants, first-rate hotels, awe inspiring art galleries, museums and more; Orlando has so much to offer everyone who lives, works, plays, learns or raises a family in Central Florida.

Since I took office in 2003, reshaping Orlando into a modern, metropolitan city has been a shared priority for our entire Central Florida community. I challenged our residents to imagine a great city, reborn and revitalized. We have made incredible progress in just a few, short years.

I invite you to explore Downtown Orlando during your visit. Our Downtown is currently experiencing a cultural arts-and-entertainment renaissance through the development of three state-of-the-art community venues, the new Amway Center, a world-class performing arts center and an upgraded Camping World Stadium. Downtown is also home to a new Major League Soccer stadium for our Orlando City Lions. These modern, competitive cultural arts, entertainment and sports venues will serve as the cornerstone for our region for generations to come.

As new residents and visitors flow into Orlando, we’re acting now to make sure it’s even easier and more convenient to get around. I invite you to try LYMMO, our free Downtown circulator with a wide range of business, cultural and entertainment facilities along the routes. We also have SunRail, our new commuter rail system that links our Downtown to other areas in Central Florida.

Orlando’s warm and sunny weather also makes Orlando perfect for enjoying outdoor activities year-round. Our region offers abundant parks and recreation facilities where you can enjoy hiking, boating, kayaking, fishing and hiking. Beaches are less than a one-hour drive from Orlando.

Orlando offers a winning combination of economic, cultural, educational opportunities and an incredibly high quality of life for residents and visitors. Again, welcome to Orlando and best wishes for a successful conference.

Sincerely,

Buddy Dyer
Mayor
### Platinum Partners

- CEB
- HOGAN
- IBM
- Perceptyx
- quintela.io

### Diamond Partners

- Aon
- BTS
- Glint Inc.
- Shaker

### Sustaining Partners

- American Psychological Association
- Data Solutions International
- DDI
- HireVue
- Korn Ferry
- Multi-Health Systems (MHS)
- PAN-Performance Assessment Network
- Pearson VUE
- PSI Services LLC
- Ultimate Software
- Walden University
- William James College
- Willis Towers Watson
- Work Effects

### Supporting Partners

- 3D Group
- Alliant International University, San Diego
- Amazon
- American Institutes for Research
- APTMetrics, Inc.
- Assessment Systems Corporation
- Azusa Pacific University
- Buros Center for Testing
- Caliper
- Cambridge University Press
- Central Intelligence Agency
- Collabra: Psychology
- Comms Multilingual Ltd.
- CultureFactors
- cut-e
- DCI Consulting Group, Inc.
- DeGarmo Group
- Denison Consulting
- EASI-Consult, LLC
- EB Jacobs
- Eckerd College
- General Dynamics Information Technology
- HealthMed
- HumRRO
- Hypergraphic Press
- IAP - Information Age Publishing, Inc.
- Indiana University-Purdue University Indianapolis
- KANTAR TNS Employee Insights
- Lafayette Instrument Company
- Language Testing International (LTI)
- Lepley Recruiting Consultants
- Liaison
- Lumina Learning LLP
- Mercer | Sirota
- Metrus Group
- Mind Gym
- OrgVitality LLC
- Oxford University Press
- Persona Labs
- Pinsight
- Polaris Assessment Systems, Inc.
- Quantum Workplace
- Ramsay Corporation
- Routledge
- Select International
- SkillCheck - Part of Symphony Talent
- Soothit
- Sparcit
- Talent Plus, Inc.
- TTS-Top Talent Solutions Inc.
- University of Southern California
- VHA National Center for Organization Development
- Zibbli
REGISTRATION HOURS
Convention Foyer
WEDNESDAY  NOON TO 8:00PM
THURSDAY   7:30AM TO 6:00PM
FRIDAY     8:00AM TO 5:00PM
SATURDAY   8:00AM TO 3:00PM

EXHIBIT HALL HOURS
Atlantic BC
THURSDAY   10:00AM TO 5:30PM
FRIDAY     8:30AM TO 5:30PM

PLACEMENT CENTER HOURS
Lark (Swan Hotel)
WEDNESDAY  3:00PM TO 5:00PM
THURSDAY   8:00AM TO 5:30PM
FRIDAY     8:00AM TO 5:30PM
SATURDAY   8:00AM TO NOON
Mock interview room: Peacock 2 (Swan Hotel)

COFFEE BREAKS
Atlantic BC
THURSDAY   10:00AM TO 10:30AM
FRIDAY     9:30AM TO 10:00AM
3:00PM TO 3:30PM
2:30PM TO 3:00PM

CONCESSION LUNCHES*
THURSDAY and FRIDAY, 11:30AM TO 1:00PM, Atlantic BC

CONTINENTAL BREAKFASTS, presented by CEB
Pacific A + Terrace
THURSDAY, FRIDAY, SATURDAY
7:30AM TO 8:30AM

COMMITTEE MEETINGS
THURSDAY
Ambassador Meeting, 10:00 AM-10:30 AM, S. Hemisphere IV
Program Directors Meeting, 10:00 AM-11:00 AM, Australia 2
CEMA Meeting, 2:00 PM-3:00 PM, Australia 2
Local I-O Group Committee, 4:00 PM-5:30 PM, Australia 2

FRIDAY
Women’s Inclusion Network, 12:00 PM-1:00 PM, Australia 2
LGBT and Allies Issues Meeting, 3:00 PM-4:00 PM, Australia 2

MEMORIAL
Paul Thayer
THURSDAY, 6:30PM TO 7:30PM, Australia 3

SPECIAL EVENTS
Newcomer Reception
WEDNESDAY, 5:00PM TO 6:00PM, N. Hemisphere E3-E4

Welcome Reception, presented by SHRM
WEDNESDAY, 6:00PM TO 8:00PM, Pool Deck
(N. Hemisphere B-D rain site)

Opening Plenary Session
THURSDAY, 8:30AM TO 10:00AM, Pacific BC

International Reception
THURSDAY, 6:00PM TO 7:00PM, S. Hemisphere V

Committee on Ethnic and Minority Affairs Social Hour
THURSDAY, 6:00PM TO 7:00PM, Americas Seminar Rm

Professional Practice Networking Reception
THURSDAY, 6:00 PM TO 7:00 PM, S. Hemisphere IV

Networking Reception and Top Poster Display, presented by IBM
THURSDAY, 6:00PM TO 8:00PM, N. Hemisphere C-D

Speed Mentoring
FRIDAY, 5:00 PM-6:30 PM
Practice: S. Hemisphere IV
Science Funding: S. Hemisphere V

Lesbian, Gay, Bisexual, and Transgender Committee and Allies Social Hour
FRIDAY, 6:00PM TO 7:30PM, Americas Seminar Rm

Closing Plenary, featuring Dr. Stan Love, NASA astronaut
SATURDAY, 4:30PM TO 5:30PM, Pacific BC

Havana Nights Closing Reception
SATURDAY, 6:00PM TO 8:00PM, N. Hemisphere BD

*Lunches available for purchase (not included in registration fee)
2017 Conference Featured Sessions

Building a Pipeline and Sustaining Success as an I-O Scientist (Thursday, 1:30pm–2:50pm, Northern Hemisphere A4)
Hosts: Frank Schmidt and Gary Latham       Presenters: In-Sue Oh, and Eduardo Salas

The Future of I-O in Practice: Insights From Award Winners (Friday, 10:00am–11:20am, Northern Hemisphere A4)
Hosts: Ann Huffman and Chockalingam Viswesvaran       Presenters: Tori Culbertson and David Van Rooy

Disruptors in the Field: Thinking Forward With Practice Award Winners (Friday, 1:00pm–2:20pm; Northern Hemisphere A4)
Hosts: Nancy Tippins, and Anthony S. Boyce       Presenters: Leaetta Hough, Anthony S. Boyce, Jeffrey S. Conway, and Pat M. Caputo

Featured Poster: Power and Status in Groups, S. Rains Wallace Dissertation Award (Saturday, 3:00pm–3:50pm, Atlantic BC)
Presenter: Jamie Perry

2017 Conference Invited Sessions

Shaken & Stirred (Friday, 4:30pm – 5:50pm; Pacific BC)
Chair & Host: Jennifer Weiss       Co-Chair: Aarti Shyamsunder
Presenters: Derek R. Avery, Alexis Fink, Amy Grubb, Ben Hawkes, Mikki Hebl, Lisa Kepinski, Mitchell Marks, Mike Morrison, In-Sue Oh, Tom O’Neal, Doug Reynolds, Steven Rogelberg, Katina Sawyer, John Scott, and Ben Taylor

Reflections on the State of Science (Saturday, 12:30pm – 1:20pm, Asia 2)
Co-Chairs: Benjamin Biermeier-Hanson, and Gilad Chen
Presenters:Talya Bauer, Fred Morgeson, and Mo Wang       Discussant: Eduardo Salas

New Wine, New Bottle – NLP Applications to Talent Management (Saturday, 12:30pm – 1:20pm, Southern Hemisphere I)
Chair: Subhadra Dutta       Co-Chair: Alexis Fink
Presenters: Eric O’Rourke, Ernest Ng, and Brian DeBar

Toward a “New Organization”: Building and Measuring Teams (Saturday, 1:30pm - 2:20pm, Asia 5)
Chair & Discussant: Madhura Chakrabarti
Presenters: Shawn Del Duco, Paul K.F. Chan, Ashley Goodall, and Gary Johnsen,
Continuing Education Credit Opportunities

Licensed Psychologists:
These sessions provide continuing education credit for psychology purposes. Individuals must attend the full session for which they are seeking credit (partial credit is not awarded.) Attendees must sign in at the start, sign out at the end, and complete a digital post-evaluation. SIOP will issue credit within 30 days.

Preconference Workshops (advance registration and additional fee required):
Wednesday, 8:30 AM-12:00 PM and 1:30 PM–5:00 PM, Rooms TBA, 3.5 credits per workshop
1. Unpacking New Insights: Visualizing Data to Access the Inaccessible
2. Building Your Strategic Talent Analytics Function
3. Using Stories to Drive Change and Employee Engagement
4. Redesigning Performance Management: Assumptions, Choices and Roadblocks
5. #ThinkDifferent: DIY - New Techniques for a New Age
6. Built to Last: Creating and Maintaining Sustainable Selection Systems
7. Legal Update: Plaintiff and Defense Attorney Perspectives on Data, Statistics, and Risk
8. Honing Your Statistical Superpowers: From Traditional Methods to Big Data
9. Half-Day MBA 2.0: Becoming a Better Business Partner
10. Leaders Employees Absolutely Love: Assessing and Developing the Next Generation of Successful Leaders
11. Maximizing Resilience at Work: Practical Interventions for Individuals and Teams

Friday Seminars (advance registration and additional fee required):
Friday, times and rooms noted below, 3 credits per seminar
1. The Use of “Mobile” Devices in Employment-Related Testing and Assessment, Session 110, 8:00–11:00am, N. Hemisphere A1
2. Bridging the Scientist–Practitioner Gap: Becoming Better-Informed Consumers of Research Findings, Session 111, 8:00–11:00am, N. Hemisphere A2
3. The Intersection of Diversity and Defensibility, Session 151, 11:30am–2:30pm, N. Hemisphere A1
4. Experience Sampling Methodology, Session 152, 11:30am–2:30pm, N. Hemisphere A2
5. Performance Management Reform: What Works and Where We’re Still Missing, Session 192, 3:00–6:00pm, N. Hemisphere A1
6. Automated Conversion of Social Media Into Data: Demonstration and Tutorial, Session 193, 3:00–6:00pm, N. Hemisphere A2

Theme Track: Driving Breakthroughs by Anticipating What’s Next: Planning for the Future of I-O Psychology
(no advance registration or additional fee required)
Thursday, Southern Hemisphere 1, times and credits noted below
• How the World Changes I-O as I-O Changes the World, Session 18, 10:30-11:50am, 1.5 credits
• Shaping the Future of I-O through Multidisciplinary Approaches, Session 41, 12:00-1:20pm, 1.5 credits
• As the Pendulum Swings: Debating What’s Really New in I-O, Session 63, 1:30-2:50pm, 1.5 credits
• Learning From “Career Visionaries” to Create Future Contribution Paths, Session 83, 3:30-4:50pm, 1.5 credits
• Predictions on the Future of Work, Session 99, 5:00-5:50pm, 1 credit

Master Collaboration: What We Did Not Learn in Graduate School, Session 154
(no advance registration or additional fee required) Friday, 11:30am-12:50pm, N. Hemisphere A4, 1.5 credits

Master Tutorials (no advance registration or additional fee required):
Days, times, and rooms noted below, 1.5 credits per tutorial
• Modern Methods for I-O Psychologists: An Interactive Tutorial in R, Session 59, Thursday, 1:30pm-2:50pm
• What Is Machine Learning? Foundations and Introduction to Useful Methods, Session 72, Thursday, 3:30pm-4:50pm
• Automated Data Collection: An Introduction to Web Scraping With Python, Session 157, Friday, 11:30am-12:50pm
• Natural Language Processing and Text Mining for I-O Psychologists, Session 238, Saturday, 8:00am-9:20am
• Making Research Reproducible: Tutorial for Reproducible Research With R Markdown, Session 259, Saturday, 10:00am-11:20am
• R Shiny: Using Apps to Support I-O Research, Session 265, Saturday, 10:00am-11:20am
• Executive Succession: Potential to Perform or Perform to Potential? Session 272, Saturday, 10:00am-11:20am
• Using New metaBUS Functions to Facilitate Systematic Reviews and Meta-Analyses, Session 336, Saturday, 3:00pm-4:20pm
• Data Visualization With R, Session 345, Saturday, 3:00pm-4:20pm

SIOP is approved by the American Psychological Association to sponsor continuing education for psychologists. SIOP maintains responsibility for this program and its content.
Continuing Education Credit Opportunities

HRCI Certification Holders:
SIOP is an HR Certification Institute Approved Provider. For more information about certifications available through HRCI, please visit www.hrci.org.

The following sessions are approved individually for recertification credit hours toward aPHR™, PHR®, PHRca®, SPHR®, GPHR®, PHR™ and SPHR™ recertification through HR Certification Institute® (HRCI®). (See page 8 for details.)

Individuals must attend the full session for which they are seeking credit (partial credit is not awarded). Attendees must sign in at the start, sign out at the end, and complete a digital post-evaluation. SIOP will issue credit within 30 days.

- 10 Preconference Workshops (Workshop 11, Maximizing Resilience at Work: Practical Interventions for Individuals and Teams, does not offer HRCI type credit.)
- 6 Friday Seminars
- 1 Master Tutorial: Executive Succession: Potential to Perform or Perform to Potential?

The sessions below comprise the "all-conference" type credit for HRCI certification holders. You must attend one session in each available timeslot in order to earn the 6 recertification credits. The HRCI activity ID will be printed in an onsite publication (there is no sign in/out requirement for these sessions.) Find more details at siop.org/Conferences/CE

Conceptual Foundations of Personality Assessment in Organizations: “Useful” to “Optimal” (Session 4), Thursday, 10:30 AM-11:50 AM, Asia 2

Studying the Dynamics of Team Dynamics
(Session 47), Thursday, 1:30 PM-2:50 PM, Americas Seminar Room

Warnings Against Faking on Personality Tests: Emerging Approaches and Findings
(Session 65), Thursday, 1:30 PM-2:50 PM, Southern Hemisphere III

Assessment Centers: Advances in Scoring and Interpretation
(Session 160), Friday, 11:30 AM-12:50 PM, Southern Hemisphere II

Creating an Ethical Workplace: Applying a Model for Ethical Behavior
(Session 241), Saturday, 8:00 AM-9:20 AM, Northern Hemisphere A1

SHRM-CP℠/SHRM-SCP℠ Certification Holders:
The 2017 SIOP Annual Conference offers attendees 23.5 Professional Development Credits (PDCs). To earn 23.5 PDCs, simply register for and attend the full length of the conference, April 27-29, 2017. The activity ID will be provided to conference attendees in an onsite publication.

Additionally, the 2017 Preconference Workshops offer attendees 7 Professional Development Credits (Full Day) or 3.5 Professional Development Credits (Half Day). To earn 7 or 3.5 PDCs, register for and attend the full day or half day of the Preconference Workshops on April 26, 2017. You will need to sign in and out on the attendance sheet(s) at the workshop(s) that you attend. The activity ID for the workshops will be issued by the SIOP Administrative Office within 30 days post conference.

For more information about SHRM certifications, please visit SHRMcertification.org.

Full session descriptions, speaker biographies, and learning objectives can be found at www.siop.org/Conferences/CE.

Please contact Tracy Vanneman at tvanneman@siop.org or 419-353-0032 with questions pertaining to continuing education credit at SIOP 2017.

Continuing education evaluation services are generously provided by • MERCER  • SIROTA
Interested in the Placement Center?  
Here is the information you need.

Are you in the job market? Looking to hire quality talent? The Placement Center provides a platform for employers and applicants to connect during the SIOP Conference. Registration for Placement Center is currently OPEN! For complete information, please visit [http://www.siop.org/Conferences/17con/Regbk/center.aspx](http://www.siop.org/Conferences/17con/Regbk/center.aspx)

**Location:** Swan Hotel  
(a short walk from the Dolphin Hotel)

**Check in Room:** Lark

**Interview Room(s):** Pelican 1 & 2

Additional FREE services included in Placement Center registration:
- Mock Interview Program
- Open House: Thurs, April 27
  Time: 10-11am  
  Location: Mockingbird (Swan Hotel)
- Internship Open House: Thurs, April 27
  Time: 12-2:00pm  
  Location: Mockingbird (Swan Hotel)
GAIN INSIGHT
UNLOCK
POTENTIAL
2017 SIOP
RESEARCH FROM MERCER | SIROTA

HOW AND WHEN WORKPLACE OSTRACISM UNDERMINES EMPLOYEES (SYMPOSIUM)
Chair/Presenter: Cong Liu, Ph.D. (Hofstra University)
Discussant: Kipling D. Williams, Ph.D. (Purdue University)
Presenters: Scott T. Gebhardt, Ph.D. (Mercer | Sirota), Samantha C. January, M.A. (Texas A&M University), Eric D. Wesselmann, Ph.D. (Illinois State University)
Co-Authors: Adrienne Carter-Sowell, Ph.D. (Texas A&M University), Kelly K. Dray (Texas A&M University), Kathi N. Miner, Ph.D. (Texas A&M University), Myla Williams (Hofstra University)
April 27, 2017 from 1:30 PM to 2:50 PM, Room N, Hemisphere III

GAY MALE, LESBIAN, AND HETEROSEXUAL LEADERS’ WORKPLACE EXPERIENCES (POSTER)
Nicholas P. Salter, Ph.D. (Ramapo College of New Jersey), Scott T. Gebhardt, Ph.D. (Mercer | Sirota), Kristin E. Mann, Ph.D. (DePaul University), Lauren Beslity (Ramapo College of New Jersey)
April 28, 2017 from 12:00 PM to 12:50 PM, Room Atlantic B2

FACILITATING OPTIMAL INTERNSHIPS: CONSIDERATIONS, CHALLENGES, AND OPPORTUNITIES (PANEL)
Chair: Maura J. Mills, Ph.D. (University of Alabama)
Panelists: Kimberly Happich, M.A., (PepsiCo), Evelyn Rogers, Ph.D. (Rogers Associates, Inc.), Brian Ruggenberg, Ph.D. (Acn Hewitt), Peter Rutigliano, Ph.D. (Mercer | Sirota), Comila Shahani-Denning, Ph.D. (Hofstra University)
April 28, 2017 from 3:00 PM to 5:50 PM, Room S, Hemisphere III

LIMITS OF ENGAGEMENT (PANEL)
Co-Chairs: Yvette Quintero, Ph.D. (Mercer | Sirota) and John Donovan, Ph.D. (Rider University)
Panelists: Lewis Garrad (Mercer | Sirota), Eugene Kutcher, Ph.D. (Rider University), William Macey, Ph.D. (Carlsbad Research Group), Darin Nel, Ph.D. (Hogan), Emily Riggs (Talent Management Consulting)
April 29, 2017 from 8:00 AM to 9:20 AM, Room S, Hemisphere V

REMOTE WORK, MENTORING, LEADERSHIP, AND TEAMWORK (PANEL)
Chair: Jenna Shapiro, Ph.D. (IBM Smarter Workforce)
Panelists: David W. Reeves, Ph.D. (Mercer | Sirota), Melinda Mayo, Ph.D. (John Deere), Tim Bauerle, Ph.D. (Center for Disease Control (CDC), National Institute for Occupational Safety and Health (NIOSH), Spokane Mining Research Division (SMRD)), Scott Cassidy, M.A. (University of Guelph)
April 29, 2017 from 10:00 AM to 11:20 AM, Room S, Hemisphere III

MEASURING THE EMPLOYEE EXPERIENCE IN TODAY'S EVER CHANGING ORGANIZATIONAL ENVIRONMENT (SYMPOSIUM)
Chair: Anthony Ferreras, M.S. (Symantec)
Speakers: Lynn Boyle, Ph.D. (Symantec), J.D. Roux, MBA (Flextronics), Meisha-Ann Martin, Ph.D. (Flextronics), Michelle Corman, M.S. M.Phil. (Mercer | Sirota)
April 29, 2017 from 11:30 AM to 12:20 PM, Room Australia 3

TAKING A "LITTLE DATA" APPROACH IN A BIG DATA WORLD (SYMPOSIUM)
Chair: Leslie Goly, Ph.D. (Nuyasera Inc.)
Authors: David W. Reeves, Ph.D. (Mercer | Sirota), Jason Guttedauria, Ph.D. (Mercer | Sirota)
April 29, 2017 from 1:30 PM to 2:20 PM, Room S, Hemisphere III

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**Thursday Special Events**

**Continental Breakfast presented by CEB**
7:30 AM-8:30 AM
Pacific A + Terrace

**Registration**
7:30 AM-6:00 PM
Convention Foyer

**Opening Plenary Session**
8:30 AM-10:00 AM
Pacific BC

**Coffee Breaks**
10:00 AM-10:30 AM
3:00 PM-3:30 PM
Atlantic BC

**Concession Lunch**
11:30 AM-1:00 PM
Atlantic BC

**Internship Open House**
12:00 PM-2:00 PM
Mockingbird 1-2

**CEMA Social Hour**
6:00 PM-7:00 PM
Americas Seminar Room

**Professional Practice Networking Reception**
6:00 PM-7:00 PM
S. Hemisphere IV

**International Reception**
6:00 PM-7:00 PM
So. Hemisphere V

**SIOP Networking Reception + Top Posters presented by IBM**
6:00 PM-8:00 PM
N. Hemisphere CD

**Paul Thayer Memorial**
6:30 PM-7:30 PM
Australia 3

**Committee Meetings**

- **Ambassador Meeting**
  10:00 AM-10:30 AM
  S. Hemisphere IV

- **Program Directors Meeting**
  10:00 AM-11:00 AM
  Australia 2

- **CEMA Meeting**
  2:00 PM-3:00 PM
  Australia 2

- **Local I-O Group Committee**
  4:00 PM-5:30 PM
  Australia 2

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*Society for Industrial and Organizational Psychology*
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**Executive Board Session**

**Theme Track**

**Poster Session**

**Alliance Session**

**Invited Session**

**Featured Session**

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**Get connected!**

Don’t miss the SIOP Networking Reception and the Top 10 conference posters 6:00 PM 8:00 PM N. Hemisphere CD
**2017 SIOP Conference | TOPIC INDEX | Orlando, FL**

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| 81 | Mitigating the Impact of Implicit Bias in High-Stakes Settings, N. Hemisphere E3, 3:30PM |
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**Occupational Health/Safety/Stress & Strain/Aging**

| 61 | How and When Workplace Ostracism Undermines Employees, N. Hemisphere E3, 1:30PM |
| 91 | Putting the “Health” in Healthcare: Protecting Worker Safety and Well-Being, Australia 3, 5:00PM |

**Organizational Culture/Climate**

| 24 | Posters 4, 8, 10-12, 14, 18, & 24, Atlantic BC, 11:30AM |
| 86 | Understanding the Emerging Discipline of Organizational Neuroscience, Asia 3, 4:30PM |

**Organizational Performance/Change/Downsizing/OD**

| 3 | I-O Psychologists as Change Agents: Driving Science-Based Change in Organizations, Asia 1, 10:30AM |
| 101 | I-O(sh): Applying an I-O Lens to Nontraditional I-O Questions, S. Hemisphere III, 5:00PM |

**Performance Appraisal/Feedback/Performance Management**

| 9 | Giving Top Performers the Star Treatment: Is Meritocracy Overrated?, Australia 3, 10:30AM |
| 30 | Reimagining Performance Management and Rewards: Lessons From Change Leaders, Asia 4, 12:00PM |
| 69 | Evolution or Devolution of 360° Feedback: Let’s Debate It!, Asia 2, 3:30PM |
| 93 | When Are Performance Ratings Most Valuable?, N. Hemisphere A2, 5:00PM |
### Walt Disney World Swan and Dolphin

- **Poster 2, 5, 21, & 26, Atlantic BC, 1:30PM**
- **Featured Session: Building a Pipeline and Sustaining Success as an I-O Scientist, N. Hemisphere A4, 1:30PM**
- **Let’s Talk About Rigorous Research and Academic Evaluation, S. Hemisphere IV, 1:30PM**
- **Developing Employability With Master’s and Undergraduate Internships, Asia 4, 3:30PM**
- **From Grad Student to Professional: Things I Wish I Knew 2.0, N. Hemisphere E4, 3:30PM**
- **Theme Track: Learning From Career Visionaries to Create Future Contribution Paths, S. Hemisphere I, 3:30PM**

### Technology (e.g., gamification, social media, simulations)
- **Panel + Breakout Combo Session: Sense Making of Wearable Sensors, S. Hemisphere IV, 11:30AM**
- **Workplace Automation and the Future of I-O Psychology, N. Hemisphere A4, 12:00PM**
- **Caught on Video: Best Practices in One-Way Video Interviewing, N. Hemisphere E2, 12:00PM**
- **Fostering Collaboration Between Data/Computer Scientists and I-Os, Asia 3, 3:30PM**
- **Gaming and Gamification IGNITE: Current Trends in Research and Application, N. Hemisphere E2, 5:00PM**

### Testing/Assessment (e.g., selection methods, validation, predictors)
- **Truth About Assessment Development: What’s Not Taught in Grad School, N. Hemisphere A2, 10:30AM**
- **Employee Selection Decision Processes: Efficient, Fair, and Accurate, N. Hemisphere A3, 10:30AM**
- **Putting Judging Situations Back In SJT Rate, N. Hemisphere A3, 10:30AM**
- **Type to Rule Them All? Debating Predictors in Selection, N. Hemisphere A3, 3:30PM**

### Training
- **New Directions for Training Transfer Research, Asia 5, 10:30AM**
- **Trends in Learning and Development Research and Practice, Asia 3, 1:30PM**

### Work and Family/Nonwork Life/Leisure
- **Exploring Macrolevel Factors Impacting Individual Work–Family Experience, N. Hemisphere A4, 10:30AM**
- **Caring for Elders While Working: Initial Findings and Future Directions, S. Hemisphere III, 10:30AM**
- **Bridging the Science–Practice Gap in Work–Life Topics, N. Hemisphere E1, 3:30PM**
3. Panel Discussion: 10:30AM-11:50AM Asia 1
I-O Psychologists as Change Agents: Driving Science-Based Change in Organizations

Many efforts undertaken in the I-O field require large-scale change management in order to be successful. This panel of experts will discuss how change management manifests in the execution of sound I-O practices, sharing best practices and strategies and fostering dynamic interaction with the audience.

Julia Bayless, Capital One, Chair
Jeffrey D. Facteau, CEB, Panelist
Lisa Gabel, ICF International, Panelist
Theodore L. Hayes, U.S. Department of Justice, Panelist
Adam Vasser, Quintela Group, Panelist

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

4. Symposium/Forum: 10:30AM-11:50AM Asia 2
Conceptual Foundations of Personality Assessment in Organizations: “Useful” to “Optimal”

Interest in personality assessment in organizations continues to grow. However, criterion-related validities are only at the "useful" level currently. Three personality models are presented that have organizationally relevant labelling and are more differentiated at the primary factor level. These models should help personality validity reach “optimal” levels.

Cathy L. Z. DuBois, Kent State University, Chair
Mark D. Whitmore, Kent State University, The Big Five Factor Structure: Not the Alpha and Omega
Jeff Foster, Hogan Assessment Systems, Stephen Nichols, Hogan Assessment Systems, The Seven Factors of the Hogan Personality Inventory
Leaetta M. Hough, Dunnette Group, Ltd./HirePayoff, The Hough Nine-Factor Model
Allen I. Hufcuff, Bradley University, Introduction of the E3C2 Organizationally Relevant Model of Personality
Julia Levashina, Kent State University, Discussant

Submitter: Allen I. Hufcuff, hufcuff@fsmail Bradley.edu

5. Community of Interest: 10:30AM-11:20AM Asia 3
I-O Psychology and the Space Program
I-O psychologists have been increasingly involved in research and practice related to human space exploration; examples include developing unobtrusive methodologies to monitor crew states and astronaut selection. This session provides an opportunity to discuss I-O psychology’s involvement in the space program from the researcher/practitioner, and sponsor perspectives.

William B. Vessey, NASA Johnson Space Center, Host
Suzanne T. Bell, DePaul University, Host
Jamie S. Donsbach, Group for Organizational Effectiveness, Coordinator
Submitter: Jamie S. Donsbach, jamie.donsbach@groupoe.com

6. Alternative Session Type with presenters: 10:30AM-11:50AM Asia 4
Leading the Charge: IGNITING Veteran–Workforce Integration Solutions

Despite many benefits for hiring veterans, veteran unemployment is still pervasive. This IGNITE session presents 7 topics, each touching on a specific timepiece in a veteran’s transition into the civilian work life. Presenters draw from diverse backgrounds across the military, academia, and applied industries to ignite solutions to this critical issue.

Adam H. Kabins, Kom Ferry, Co-Chair
Peter J. Reilly, U.S. Air Force, Co-Chair
Christopher B. Stone, Emporia State University
Stacie Furst-Holloway, University of Cincinnati
Douglas Lindsay, Pennsylvania State University
Daniel A. Schmerling, Capital One
Mark J. Schmit, SHRM Foundation
Submitter: Adam H. Kabins, ahk325@gmail.com

7. Symposium/Forum: 10:30AM-11:50AM Asia 5
New Directions for Training Transfer Research

This symposium identifies new opportunities for transfer of training research. Presenters introduce an expanded model of transfer, discuss determinant activation and the mechanism of transfer, and examine how dynamic systems and chaos theory can help I-Os better understand training transfer.

Brian D. Blume, University of Michigan, Flint, Chair
Eric A. Surface, ALPS Solutions, Co-Chair
Timothy T. Baldwin, Indiana University, J. Kevin Ford, Michigan State University, Brian D. Blume, University of Michigan, Flint, The State of Training Transfer Research: Moving Toward Consumer-Centric Inquiry
Brian D. Blume, University of Michigan, Flint, J. Kevin Ford, Michigan State University, Eric A. Surface, ALPS Solutions, Jeffrey Olenick, Michigan State University, An Expanded Model of Training Transfer
Eric A. Surface, ALPS Solutions, Taking a Mechanistic Interactionist and Determinant Activation Perspective on Transfer
Jeffrey Olenick, Michigan State University, Applying Dynamic Systems and Chaos Theory to Training Processes
Kenneth G. Brown, University of Iowa, Discussant
Submitter: Brian D. Blume, blume@umflint.edu

8. Poster: 10:30AM-11:20AM Atlantic BC
Leadership

8-1 The Effect of Leader Behavior on After-Action Review Outcomes
Organizational safety is critical for high reliability organizations. After-action reviews (AAR) have been utilized to facilitate learning and foster safety climate. This study focused on AAR leader behavior. Results indicated that good AAR leader behaviors promote positive team and organizational safety norms through improvements in AAR quality.

Kelly A. Prange, University of Nebraska-Omaha, Joseph A. Allen, University of Nebraska-Omaha, Roni Reiter-Palmon, University of Nebraska-Omaha
Submitter: Kelly A. Prange, kprange@unomaha.edu
8-2 Interaction Effects of Leader Grit and Humility on Employee Outcomes

This study examined whether leader grit and leader humility interact to predict citizenship performance, voice behavior, and team performance. Results suggested that employee outcomes and team performance are maximized when leaders display both high level of grit and humility.

Inchul Cho, Texas A&M University
Olabisi A. Aroha, South Dakota State University
Submitter: Inchul Cho, iccho83@gmail.com

8-3 Others’ Ratings of Participative Management and Decisiveness Predict Leader Effectiveness

Data from over 3,500 leaders were analyzed to examine whether subordinate and peer ratings of participative management and decisiveness predicted leader effectiveness. Peer ratings of leader participation and decisiveness and subordinate ratings of decisiveness were positively related to effectiveness. Peer ratings were more strongly associated with effectiveness than subordinate ratings.

Nicholas Aramovich, Alliant International University
Jon Ross Blankenship, Bespoke Partners
Submitter: Nicholas Aramovich, naramovich@alliant.edu

8-4 Assessing Potential: Validating a New Learning Agility Inventory

Previous research indicates that learning agile individuals may be high performers, underscoring the need to assess this construct. Two studies assess and find partial support for the construct validity of a new learning agility inventory. Future research directions are discussed.

Ginevra A. O. Drinka, Teachers College, Columbia University
Lauren T. Catenacci, Teachers College, Columbia University
W. Warner Burke, Teachers College, Columbia University
Submitter: Ginevra A. O. Drinka, gad2125@tc.columbia.edu

8-5 Using Follower’s Perceived Leader Profiles to Predict Follower Outcomes

Leader profiles were created based on followers’ perceptions of the behavior of their direct supervisors. Three leader profiles emerged: ideal, undifferentiated, and disengaged destructive leaders. Results indicated that ideal leaders received significantly higher ratings on both team and leader effectiveness. Furthermore, followers of ideal leaders reported fewer counterproductive work behaviors.

Amanda L. Young, North Carolina State University
Nicole M. Francavilla, North Carolina State University
Joshua S. Andrews, North Carolina State University
Submitter: Amanda L. Young, alyoung6@ncsu.edu

8-6 The Influence of Synchrony Preference Diversity on Leader Dyad Effectiveness

A new temporal individual difference, synchrony preference, has been introduced, but its compositional effects are unknown. This study assesses the effect of SP diversity on performance and followers’ willingness to follow for 33 leader dyads. Results indicate high dyad SP diversity leads to lower performance ratings. Moderators are also examined.

Patricia N. Martinez, Pennsylvania State University
Elizabeth M. Grimaldi, Pennsylvania State University
Robert C. Mellor, Pennsylvania State University
Kent K. Alipour, Pennsylvania State University
Susan Mohammed, Pennsylvania State University
Submitter: Patricia N. Martinez, pattymart25@gmail.com

8-7 How Leader Role Identity Influences the Process of Leader Emergence

Authors propose a social network-based process model whereby leader role identity predicts network centrality, which leads to leader emergence. In this study, stronger leader role identity predicted leader emergence as rated by peers and course trainers, and these relationships were mediated by 2 indicators of network centrality.

Navio Kwok, University of Waterloo
Samuel Hanig, University of Waterloo
Douglas J. Brown, University of Waterloo
Winny Shen, University of Waterloo
Submitter: Navio Kwok, nkwok@uwatloo.ca

8-8 Predicting Positive and Negative Leader Behavior: Benefits of Implicit Humility

Authors examined how implicit and explicit humility predict perceived leader humility, ethical leadership, and abusive supervision. Findings indicate that implicit humility, measured via an implicit association test, predicts leadership behavior above and beyond explicit self-reported humility and other self-reported variables associated with perceived leader humility, ethical leadership, and abusive supervision.

Hannah Hellfrich, University of Hohenheim
Erik Dietl, University of Hohenheim
Submitter: Erik Dietl, erik.dietl@uni-hohenheim.de

8-9 Attribution Style and Attributes in Response to Abusive Supervision

Previous research has established the role of employees’ attribution styles in perceptions of abusive supervision. A model linking attribution styles, attributes, and outcomes of abusive supervision is presented and tested. Results provide preliminary support for the relationships between these variables.

Chris A. Henle, Colorado State University
Umamaheswari Kedharnath, University of Wisconsin Whitewater
Submitter: Umamaheswari Kedharnath, graduma@gmail.com

8-10 Influence of Implicit Leadership Theory: Personal Morality and Versatility

This study examined whether 2 Chinese-based implicit leadership theory (ILT) dimensions, personal morality and versatility, contributed to leadership perception above and beyond the Western-based ILT dimensions among US employees. Incremental validity evidence for versatility provided support for its distinctiveness and cultural relevance as an ILT trait to U.S. employees.

Chia-Lin Ho, Shih Hsin University
Submitter: Chia-Lin Ho, chialinroseho@gmail.com

8-11 Linking Leader Humility to Team Creativity

Authors examine why, how, and when leader humility relates to team creativity in 72 teams. Findings indicate that leader humility positively relates to team creativity through information sharing. Furthermore, the beneficial effects of leader humility on creativity through information sharing and psychological safety only occur within low power distance teams.

Jia (Jasmine) Hu, University of Notre Dame
Talya N. Bauer, Portland State University
Berrin Erdogan, Portland State University
Kaifeng Jiang, University of Notre Dame
Songbo Liu, Renmin University of China
Submitter: Jia (Jasmine) Hu, jhu@nd.edu

8-12 Ethical Leadership and Subordinates’ Voice Behavior: A Moderated Mediation Model

This research reveals the motivational mediating mechanism linking ethical leadership and subordinates’ voice behavior. Based on social cognitive theory, authors propose that ethical leadership fosters subordinates’ voice behavior by enhancing their general self-efficacy. They further suggest that the indirect effect of ethical leadership largely depends on subordinates’ organizational identification.

Ui Young Sun, Seoul National University
Jihye Lee, Seoul National University
Hae Lyeng Rose Kim, Seoul National University
Seokhwa Yun, Seoul National University
Submitter: Ui Young Sun, xellos1222@naver.com

8-13 A Meta-Analysis of Empowering Leadership and Employee Work Outcomes

This study examined the relationship between empowering leadership and outcomes. Results of a meta-analysis confirmed the positive links of empowering leadership with evaluations of leaders, motivation and resources, attitudes and emotions, and performance. Rating sources and sample nationality as moderators did not explain much of the heterogeneity in the results.

Minseo Kim, Central Michigan University
Terry A. Beehr, Central Michigan University
Submitter: Terry A. Beehr, beehr1ta@cmich.edu
8-14 Empowering Leadership: Enhancing Good and Diminishing Bad Due to Mediators

This study examined the potential effects of empowering leadership on followers’ in-role performance and deviant behaviors. Results showed empowering leadership was positively related to both self-efficacy and psychological ownership, which in turn were both negatively related to deviant behaviors. However, only self-efficacy was positively related to followers’ in-role performance.

Minseo Kim, Central Michigan University
Terry A. Beehr, Central Michigan Univ
Submitter: Terry A. Beehr, beehr1ta@cmich.edu

8-15 Self-Direction of Careers: How Empowering Leadership Can Predict Career Success

This study examined the potential effects of empowering leadership on followers’ subjective career success. Results showed that empowering leadership was positively related to followers’ subsequent psychological empowerment, which in turn predicted protean career attitudes and career commitment, but only career commitment had a significant relationship with career satisfaction.

Minseo Kim, Central Michigan University
Terry A. Beehr, Central Michigan University
Submitter: Terry A. Beehr, beehr1ta@cmich.edu

8-16 Personality, Gender, and Shared Leadership

Authors examined differential relationships for Big 5 personality factors with 3 components of shared leadership: initiating structure, consideration, and followership. As predicted, results (N = 526) indicated that personality factors were differentially related to shared leadership components and revealed stronger relationships for Conscientiousness, Openness, and Neuroticism with followership for men.

Daniel Bashore, Wright State University
Debra Steele-Johnson, Wright State University
Elizabeth Peyton, VHA National Center for Organization Development
Truman J. Gore, Wright State University
Nicholas Kovacs, Wright State University
Submitter: Daniel Bashore, bashore.17@wright.edu

8-17 The Effect of High-Performing Abusive Supervisor on Employee Outcomes

Authors address 2 important questions: how abusive supervision reduces employee job performance and whose abuse is more damaging. Findings identified employees’ impaired self-efficacy as a cognitive mechanism by which abusive supervision decreases job performance. Further, high-performing abusive supervisors exert more destructive influence on employees’ efficacy perception. Significant implications are discussed.

Seo In Yoon, Seoul National University
Jihye Lee, Seoul National University
Chang Won Go, Seoul National University
Seckyoung L. Kim, Seoul National University
Seokhwa Yun, Seoul National University
Submitter: Seo In Yoon, siyoon331@gmail.com

8-18 LMXSC and Job Performance: Roles of Self-Efficacy and Felt Obligation

This study investigates the relationship between employee’s leader–member exchange social comparison and job performance. In addition, authors examined the mediating process of self-efficacy and felt obligation. The implications of current findings are discussed.

Jihye Lee, Seoul National University
Sunghyuck Mah, Seoul National University
Chang Won Go, Seoul National University
Jung Hyun Lee, Seoul National University
Submitter: Jihye Lee, jh0405.lee@gmail.com

8-19 Effect of Manager Ego Depletion on Managerial Voice Endorsement

Presenters draw from ego depletion theory and argue that depleted managers tend to reject employee voice due to status quo bias and confirmation bias. The detrimental effect of ego depletion on voice endorsement tends to be stronger when the voicing employee is perceived as having low expertise.

Junchao (Jason) Li, University of Washington
Christopher M. Barnes, University of Washington
Kai Chi (Sam) Yam, National University of Singapore
Cristiano Guarana, University of Virginia
Lin Wang, Sun Yat-sen University
Submitter: Christopher M. Barnes, chris24b@uw.edu

8-20 Listening Effect on Creativity, the Mediating Role of Psychological Safety

Authors hypothesized that supervisor listening behavior positively impacts employees to flexibly explore new ideas, leading to higher levels of creativity, and that this link is mediated by psychological safety. In a series of 5 complementary studies evidence for the hypothesized effects was found.

Dotan R. Castro, The Hebrew University of Jerusalem
Karina Lloyd, Jacobs University Bremen
Frederik Anseel, Ghent University
Avraham N. Kluger, Hebrew University of Jerusalem
Submitter: Dotan R. Castro, dotan.castro@gmail.com

8-21 Antecedents of Leadership Emergence in Virtual Teams

This study investigates what factors contribute to leadership perceptions in virtual teams. The findings show that leadership behaviors and narcissism were significantly related to leadership emergence whereas Big 5 facets were not.

Stephen O. Attar, Central Michigan University
Eleanor Lovering, Central Michigan University
Naga Shilpa Alamuri, Central Michigan University
Matthew S. Prewett, Central Michigan University
Submitter: Stephen O. Attar, attar1so@cmich.edu

8-22 Leader Boundary Spanning and Employee Performance: A Moderated Mediation Analysis

Authors examined why, how, and when boundary spanning leadership predicts employee performance. Findings indicated that boundary spanning leader behaviors increase employees’ task performance by enhancing their self-efficacy. Further, abusive supervision negates the beneficial effect of leader boundary spanning on employee performance via improved self-efficacy. Theoretical and practical implications are offered.

Seo In Yoon, Seoul National University
Jihye Lee, Seoul National University
Hae Lyeng Rose Kim, Seoul National University
Sunghyuck Mah, Seoul National University
Seokhwa Yun, Seoul National University
Submitter: Seo In Yoon, siyoon331@gmail.com

8-23 What Makes A Good Team Temporal Leader? Antecedents and Outcomes

Although team temporal leadership positively influences team performance, its antecedents are unknown. Extraversion and Conscientiousness positively predicted team member rated and team temporal leadership at individual and team levels. Temporal leadership positively predicted leadership influence and process satisfaction at the individual level and viability and performance at the team level.

Patricia N. Martinez, Pennsylvania State University
Susan Mohammed, Pennsylvania State University
Submitter: Patricia N. Martinez, pattymart25@gmail.com

8-24 The Multilevel Role of CEO Human Capital in Firm Performance

The authors investigated the effects of CEO human capital on future firm performance at the within- and between-CEO levels of analysis as well as the boundary conditions of the effects. Results of hierarchical linear modeling show positive effects of CEO human capital at both levels with significant boundary conditions.

Gang Wang, Florida State University
R. Michael Holmes, Jr., Florida State University
Brett Olsen, University of Northern Iowa
Sanjay R. Sisodiya, University of Idaho
Submitter: Gang Wang, gwang5@fsu.edu
8-25 The Ethical Self Transforming Leader
Through literature review and interactive hermeneutic techniques, a definition and model of ethical self-transformation (ESTL) is developed. ESTL integrates leader identity and self-regulation, adult development processes, and values. The model's aim is to advance understanding and a basis for future research on the constructs underpinning fully integrated leadership.
Marianne Roux, University of Queensland
Charmine E. J. Hartel, University of Queensland
Submitter: Charmine E. J. Hartel, c.hartel@uq.edu.au

8-26 Qualifying the Extraverted Leadership Advantage: Extraversion, Gender, and Leader Effectiveness
Do team members' perceptions of extraverted leaders' effectiveness depend on the gender of leaders? Data from 49 small teams formed in a laboratory setting were analyzed. Results from moderated-mediation regression analyses revealed that the indirect effect of leader Extraversion on leader effectiveness through transformational leadership was conditional on leader gender.
Tyree D. Mitchell, Louisiana State University
Samantha M. Smith, DePaul University
Submitter: Tyree D. Mitchell, tyreedomichell@aol.com

8-27 Examining Role Salience in Perceptions of Leader Effectiveness
This MTurk study examined the interaction of agentic behavior in leaders with leader gender and subordinate attitudes to predict subordinate ratings of leader effectiveness. Results contradicted the predictions of role congruity theory and instead supported a shift in role salience, as leader gender had no moderating influence on leader effectiveness.
Ashley R. Stoneking, University of Akron
Andrea F. Snell, University of Akron
Submitter: Ashley R. Stoneking, ars101@zips.uakron.edu

8-28 Leader Mindfulness and Employee Well-Being: The Role of Transformational Leadership
A 2-source cross-sectional study examined transformational leadership as a mediator of the relationship between leader mindfulness and subordinates' well-being. Findings show that leader mindfulness was positively related to subordinates' positive affect as well as job satisfaction and negatively related to subordinates' psychosomatic complaints via transformational leadership.
Anna Sophia Pinck, University of Mannheim
Sabine Sonnentag, University of Mannheim
Submitter: Anna Sophia Pinck, pinck@uni-mannheim.de

8-29 Employee Well-Being: Identifying Versus Exchanging With Abusive and Ethical Leaders
This study proposes and tests a model linking abusive supervision and ethical leadership to follower burnout and engagement through LMX and relational identification. Although proposed linkages were supported, results were less supportive of LMX as an explanatory mechanism. Relational identification accounted for effect of leader behavior on follower psychological well-being.
Andrea L. Hetrick, University of Georgia
Taylor E Sullivan, HumRRO
Brian J. Hoffman, University of Georgia
Submitter: Andrea L. Hetrick, andreahetrick19@gmail.com

8-30 Authentic Leadership and Job Satisfaction in Turbulent Times
The aim of this study was to investigate whether the longitudinal positive relationship between authentic leadership and job satisfaction was influenced by positive and negative change perceptions. Results indicated that authentic leadership was associated with higher levels of job satisfaction only when employees perceived change as threatening.
Anneleen V. Mortier, Ghent University
Peter Vlerick, Ghent University
Submitter: Anneleen V. Mortier, anneleen.mortier@ugent.be

8-31 Why and When Self-Serving Leadership Hinders Team Innovation
A theoretical model is proposed wherein self-serving leadership hinders team innovation through team knowledge hiding, with task interdepen-
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Nataliya Baytalskaya, Caliper, Co-Chair
Trevor J. Shylock, Caliper, Co-Chair
Patricia E. Grabarek, Infor Talent Science, Panelist
Daniel Kuyumcu, Google, Panelist
Lizzette Lima, Right Management, Panelist
Alissa D. Parr, Select International, Panelist
Submitter: Nataliya Baytalskaya, nataliya.baytalskaya@gmail.com

During assessment development, practitioners must implement innovative solutions to balance psychometric needs with business realities and constraints. The truth is that most practitioners don’t learn everything needed about assessment development during graduate school. The panel of experts will discuss innovative approaches to complex challenges typically not covered in graduate school.

Kimberly Acree Adams, American Institutes for Research, Chair
Alexander Alonso, Society for Human Resource Management, Panelist
Robert I. Driggers, CEB Valtera, Panelist
Lorin M. Mueller, Federation of State Boards of Physical Therapy, Panelist
Liberty J. Munson, Microsoft, Panelist
Submitter: Kimberly Acree Adams, kadams@air.org

Four papers on current issues in personnel selection are presented. The papers question old assumptions, identify best practices, and provide insights for bridging gaps between researchers and hiring managers. The session provides evidence-based recommendations, as well as insights into how to convince hiring managers to put the recommendations to use.

Justin M. Weinhardt, University of Calgary, Chair
James W. Beck, University of Waterloo, Co-Chair
Peng Zhao, Indiana University, Juan Carlos Batarase, Texas A&M University, Christopher M. Berry, Indiana University, Cognitive Ability Test Scores Underpredict Hispanic Americans’ Job Performance
Martin C. Yu, University of Minnesota, Siwen Shu, University of Minnesota, Prof. Nathan R. Kuncel, University of Minnesota, Improving Hiring by Modeling Expert Judgment
Margaret E. Brooks, Bowling Green State University, Yuyan Zhang, Bowling Green State University, Scott Highhouse, Bowling Green State University, Context Effects On Validity Thresholds For Test Adoption
Justin M. Weinhardt, University of Calgary, James W. Beck, University of Waterloo, Developing a Measure of Resistance to Scientific Personnel Selection Methods
Robert L. Dipboye, University of Central Florida, Discussant
Submitter: Justin M. Weinhardt, Justin.weinhardt@haskayne.ucalgary.ca

People’s experiences of work and life are shaped by factors outside their homes and organizations. This symposium presents novel theoretical and empirical perspectives of macrolevel, contextual influences on individual work–family experiences. Papers capture the impact of legal, economic, and structural features of larger socio-ecological environments that shape individuals’ work–family experiences.

Kirsten P. Jones, University of Memphis, Chair
Ho Kwan Cheung, George Mason University, Co-Chair
Whitney Botsford Morgan, University of Houston-Downtown, Douglas teDuits, University of Houston-Downtown, Gail S. M. Evans, University of Houston-Downtown, Benjamin Wickert, Caddell & Chapman, Pregnancy as Disability: Challenges for Individuals and Organizations
Lillian T. Eby, University of Georgia, Olivia H. Vande Griek, University of Georgia, Cynthia K. Maupin, University of Georgia, Tammy D. Allen, University of South Florida, Emily Gilreath, University of Georgia, Valerie Martinez de ubago, University of Georgia, Does Place Matter? Considering Regional Differences and the Work–Family Interface

Organizations rely on industrial-organizational psychologists to bring forward best practices for employee survey programs. In this session, experienced consultants will present new ideas for survey practice and then debate whether these ideas have merit or not. Ideas focus on multiple surveys, manager action planning, executive presentations, and HR function involvement.

Jeffrey A. Jolton, PwC, Chair
Greg A. Barnett, Predictive Index, Co-Chair
Alexis A. Fink, Intel Corporation, Presenter
Paul M. Mastrangelo, CEB, Presenter
Sara P. Weiner, Glint, Presenter
Submitter: Jeffrey A. Jolton, Jeffrey.a.jolton@us.pwc.com

15. Symposium/Forum: 10:30AM-11:50AM N. Hemisphere E2 O*NET Based Research: Leading Edge or Wasted Opportunity? This session presents 3 unique streams of research that demonstrate the richness of the O*NET database for organizational and occupational research. Presenters provide applications of O*NET data in areas of (a) network analysis, (b) latent structure of occupational requirements, and (c) labor market value.

Samantha Holland, DCI Consulting Group, Inc., Kayo Sady, DCI Consulting Group, Inc., Using the O*NET to Identify a Career-Change Taxonomy
Philip T. Walmsley, U.S. Customs and Border Protection, John P. Campbell, University of Minnesota, An Examination of Occupational Skill Structures From Incumbents and Analysts
Kayo Sady, DCI Consulting Group, Inc., Vinaya Sakpal, DSI Consulting Group, Inc., Labor Market Valuations of the Big Five Personality Traits
Susanne Tsacoumis, HumRRO, Discussant
Submitter: Kayo Sady, ksady@dciconsult.com

Organizations are increasingly aware that creativity and innovation are vital for long-term success. A growing body of work seeks to identify the factors, both person and context specific, that promote enhanced creativity and innovation. This session focuses on the former to achieve greater clarity on the constellation of individual-level antecedents.

Carolyn J. Winslow, George Mason University, Co-Chair
Lois E. Tetrick, George Mason University, Co-Chair
Carolyn J. Winslow, George Mason University, Kathleen R. Keeler, George Mason University, Jennifer P. Green, George Mason University, Zitong Sheng, George Mason University, Lois E. Tetrick, George Mason University, The Role of Curiosity and Personality in Predicting Innovative Behavior
Markus Baer, Washington University in St. Louis, Jeffrey H. Dyer, Brigham Young University, Zachariah J. Rodgers, Stanford University, Career Returns to Engaging in Creative Behaviors at Work
Logan M. Steele, University of Oklahoma, Jay H. Hardy, III, Oregon State University, Eric A. Day, University of Oklahoma, Michael D. Mumford, University of Oklahoma, Predictors of Adaptability in Creative Performance
Dennis Marquardt, Abilene Christian University, Wendy J. Casper, University of Texas at Arlington, Demetria F. Henderson, University of Texas at Arlington, Feirong Yuan, University of Texas at Arlington, How Nonwork Engagement Enhances Creativity: The Moderating Role of Mindfulness
Submitter: Carolyn J. Winslow, cwinslo2@gmu.edu
### 17. Panel Discussion: 10:30AM-11:50AM

**N. Hemisphere E4**

**Managing Expatriate Talent**

Global assignments are frequently included in development plans for high potential employees in multinational companies. However, matching talent to the right global assignment and supporting them through the process is extremely difficult. This panel will discuss leading practices for holistic expatriate transition management, development, and repatriation.

Daniel P. Russell, Straight Path Leadership, *Chair*
Cara Bauer, Amgen, *Panelist*
Alyson B. Margules, PepsiCo, *Panelist*
Steve Neumann, TeachBeyond, *Panelist*
Christopher T. Rotolo, PepsiCo, *Panelist*
Brian J. Ruggeberg, Aon Hewitt, *Panelist*

Submitter: Daniel P. Russell, drussell@vt.edu

### 18. Special Events: 10:30AM-11:50AM

**S. Hemisphere I**

**Theme Track: How the World Changes I-O as I-O Changes the World**

This session will provide short, engaging examples of how major paradigm shifts have changed I-O or been changed by them, followed by a facilitated panel discussion. Presenters include the editor of and several contributors to the celebration of I-O psychology’s last 100 years.

Richard N. Landers, Old Dominion University, *Chair*
Ted B. Kinney, Select International, *Co-Chair*
Gilad Chen, University of Maryland, *Co-Chair*
Miriam Erez, Technion, *Technion*
Ruth Kanfer, Georgia Institute of Technology, *Presenter*
Steve W. J. Kozlowski, Michigan State University, *Presenter*
John E. Mathieu, University of Connecticut, *Presenter*
Robert E. Ployhart, University of South Carolina, *Presenter*
Tracy Kantrowitz, CEB, *Presenter*

Submitter: Tracy Kantrowitz, tracy.kantrowitz@cegbglobal.com

### 19. Panel Discussion: 10:30AM-11:50AM

**S. Hemisphere II**

**Everything UGESP Forgot to Tell You About Content Validity**

Although UGESP provides some guidance regarding content validation methodologies, there has been debate regarding the usefulness of this guidance for certain assessments. This panel discussion will focus on unique problems and methods associated with establishing the content validity of background checks, physical ability tests, personality assessments, and cognitive ability tests.

Emilee B. Tison, DCI Consulting Group, Inc., *Chair*
Mike G. Aamodt, DCI Consulting Group, Inc., *Panelist*
Deborah L. Gebhardt, Human Resources Research Organization, *Panelist*
James C. Sharf, Employment Risk Advisors, Inc., *Panelist*
Damian J. Stelly, Flowserve Corporation, *Panelist*

Submitter: Emilee B. Tison, etison@dciconsult.com

### 20. Symposium/Forum: 10:30AM-11:50AM

**S. Hemisphere III**

**Caring for Elders While Working: Initial Findings and Future Directions**

This symposium addresses eldercare, an area largely neglected in the current work–family literature. Papers present current profiles of successful aging caregivers, the impact of chronic caregiving on mental and physical health, the buffering effects of social resources on health-to-turnover relationships, and conceptual differences between childcare and eldercare experiences.

Tracy L. Griggs, Winthrop University, *Co-Chair*
Charles E. Lance, Organizational Research & Development, *Co-Chair*
Greg R. Thrasher, Wayne State University, *Co-Chair*
Richard H. Fortinsky, UConn Health, *Co-Chair*
Martin G. Cherniack, UConn Health, *Co-Chair*

Submitter: Tracy L. Griggs, tgriggs@winthrop.edu

### 21. Roundtable Discussion/Conversation Hour:

**10:30AM-11:20AM**

**S. Hemisphere IV**

**Candidate Feedback in the US, UK, and South Africa**

With an increasing focus on treating candidates as valued potential customers and ensuring that the candidate journey is engaging and positive, the roundtable discussion will discuss the differences in best practice in the US, UK, and South Africa in providing candidates with feedback following an assessment.

Bethan Jones, Willis Towers Watson, *Host*
Hennie J. Krieck, TTS-Top Talent Solutions Inc. and UNISA, *Host*
Rab Macclver, Willis Towers Watson, *Host*
Joel Quintela, Quintela Group LLC, *Host*
Joe Ungemah, Willis Towers Watson, *Host*

Submitter: Bethan Jones, bethan.jones@willistowerswatson.com

### 22. Alternative Session Type with presenters:

**10:30AM-11:20AM**

**S. Hemisphere V**

**The Co-Bots Are Coming! Is I-O Ready?**

Although it is impossible to predict exactly what the world will be like in 10 years, forecasting the future prepares the profession for success. In this session, I-O psychologists and talent management practitioners share personal and organizational visions and plans for the future focusing on technology, environment, globalization, and health.

Michael J. Sarette, Society for Human Resource Management, *Chair*
Joseph A. Jones, Society for Human Resource Management, *Co-Chair*
Jeff Tien Han Pon, Society for Human Resource Management, *Presenter*
Howard Epstein, BTS, *Presenter*
Justin G. Black, Glint, *Presenter*
Genevieve Johnson, American Institutes for Research, *Presenter*
James Williams, General Motors, *Presenter*
Erika Reckert, BTS, *Presenter*
Lindsay A. Northing, Society for Human Resource Management, *Author*
Ashley A. Miller, Society for Human Resource Management, *Author*
Samantha DiNicola, Georgia Mason University, *Author*

Submitter: Joseph A. Jones, joe.jones@shrm.org

### 23. Community of Interest: 11:30AM-12:20PM

**Asia 3**

**Onboarding Matters**

Organizations differ in how much they are maximizing their onboarding success (i.e., help new employees with the basics such as compliance up through connection, confidence, clarity, and cultural onboarding levers). Come connect with those just starting to revamp their processes and those working on the finishing touches and latest innovations.

Talay N. Bauer, Portland State University, *Host*
Megan L. Huth, Google, *Host*
Deborah K. Ford, Accenture, *Coordinator*

Submitter: Deborah K. Ford, Deborah.ford@accenture.com

### 24. Poster: 11:30AM-12:20PM

**Atlantic BC**

**Attitudes/Org Culture**

24-1 Mindfulness and Exercise: How They Impact Well-Being at Work

Authors tested mindfulness as a moderator in the relationship among exercise and job satisfaction, burnout, and psychological distress. Although having high levels of either mindfulness or exercise related to satisfaction, burnout and distress were low only when both mindfulness and exercise were high. Implications for research and practice are discussed.

Brittney Kathleen Anderson, University of Western Ontario
Ruby Nadler, Research Psychologists Press
Julie J. Carswell, SIGMA Assessment Systems Inc
Rima Tarraf, University of Western Ontario

Submitter: Brittney Kathleen Anderson, bander27@uwo.ca
24-2 Understanding Work Engagement From an Organizational Justice Perspective

Relations between organizational justice and work engagement, and their mediating mechanisms were examined. Interpersonal justice predicted all dimensions of work engagement. Procedural and distributive justice predicted emotional engagement indirectly through perceived organizational support, whereas interpersonal and informational justice predicted all dimensions of engagement indirectly through employees’ trust in their supervisors.

Xin-Ling Choo, National University of Singapore
Al K. C. Au, National University of Singapore
Submitter: Xin-Ling Choo, xinlingc@gmail.com

24-3 Linking Respectful Engagement, Job Engagement, Task Performance, and Affective Commitment

Effects of respectful engagement on task performance and affective commitment via job engagement were examined among 210 employees of a hosiery manufacturer in Punjab, Pakistan. Findings revealed that job engagement fully mediated the effect of respectful engagement on task performance and partially mediated this effect on affective commitment.

Ameer A Basit, University of Management and Technology
Submitter: Ameer A Basit, ameerbasit@gmail.com

24-4 Veteran Acculturation and Reentry Into the Civilian Workplace

This qualitative study investigates how veterans are shaped by military culture and consequently may face difficulties assimilating and reentering the civilian workplace. 52 veterans were recruited through a major VA facility and participated in focus groups. Several cultural and occupational themes emerged; implications for practice and future research are discussed.

Julie Dinh, Rice University
Shannon McCasin, National Center for PTSD
Ellen Herbst, San Francisco VA Medical Center
Colleen Becket-Davenport, San Francisco VA Medical Center
Eduardo Salas, Rice University
Submitter: Julie Dinh, julie.dinh@rice.edu

24-5 The Antecedents and Consequences of Perceived Workplace Favoritism in Organizations

To measure the antecedents and consequences of perceived workplace favoritism in organizations, this study developed and validated a favoritism scale. Results showed that PWF can be a role ambiguity and perceived organizational politics, and can negatively affect employees’ perceptions of justice, work engagement, and emotional exhaustion.

Meng Li, Central Michigan University
Terry A. Beehr, Central Michigan University
Kevin M. Dawson, Central Michigan University
Submitter: Meng Li, meng.monalee@gmail.com

24-6 The Role of Idiosyncratic Deals in Building Affective Commitment

A psychological process is proposed in which leader–member exchange (LMX) has an effect on affective organizational commitment through perceptions of procedural justice. Data from 283 university faculty members revealed that procedural justice partially mediated the LMX–commitment relationship and that idiosyncratic deals moderated stage 2 of the mediation.

Tiffany M. Bissey, University of Houston
Lisa W. Sublett, University of Houston-Clear Lake
Lars U. Johnson, University of Houston
Sophie Romay, University of Houston
Amanda L. Palmer, DDI
Cody J. Bok, University of Houston
Allison M. Tringale, University of Houston
Lisa M. Penney, University of South Florida Sarasota-Manatee
L. A. Witt, University of Houston
Submitter: L. A. Witt, witt@uh.edu

24-7 Job Satisfaction, Tenure, and the Causal Attitude Network Model

Authors tested predictions utilizing the causal attitude network (CAN) model to better understand the influence of job tenure on the structure of job satisfaction. Using data from the Job Descriptive Index, findings suggest that only some facets of job satisfaction exhibit the expected trend toward a small world structure as job tenure increases.

Megan Lowery, University of Georgia
Rachel L. Williamson, University of Georgia
Nathan T. Carter, University of Georgia
Submitter: Megan Lowery, meganlowery20@gmail.com

24-8 Help Giving and Creativity: How to Achieve a Win–Win Situation?

This article aims to examine the relationship between helping (help giving) and helpers’ creativity. In addition, it attempts to link helping and creativity from the perspective of goals achievement theory and to consider the moderating effect of combined mastery and performance climates on the relationship between helping and creativity.

Li Mingze, Huazhong University of Science and Technology
Pengcheng Zhang, Huazhong University of Science and Technology
Min Wan, Texas State University
Longzhu Dong, University of Wisconsin in Milwaukee
Matej Cerne, University of Ljubljana
Submitter: Li Mingze, lmzgoodluck87@126.com

24-9 Development of an Alternative Time Transformation Measure During Flow

An alternative scale measuring the time transformation component of the flow experience was developed. This scale eliminated items describing ambiguous changes in time perception. The new scale was more reliable and correlated more consistently with other dimensions of flow, and its structure was supported by exploratory and confirmatory factor analyses.

Kelsey Len Couture, Kansas State University
Patrick A. Knight, Kansas State University
Submitter: Patrick A. Knight, knight@ksu.edu

24-10 Humor Styles: How Impression Management Influences Meeting Satisfaction

Using a 2x2 factorial ANOVA design, the authors investigate how use of impression management strategies differentially impacts meeting attendees’ perceptions of humor styles. Affiliative humor resulted in greater meeting satisfaction than aggressive humor. Use of impression management enhanced meeting satisfaction following aggressive humor and diminished meeting satisfaction following affiliative humor.

Michael A. Yoerger, University of Nebraska-Omaha
John D. Crowe, University of Nebraska-Omaha
Mackenzie Harms, University of Nebraska-Omaha
Joseph A. Allen, University of Nebraska-Omaha
Nale Lehmann-Willenbrock, VU University Amsterdam
Submitter: Michael A. Yoerger, myoerger@unomaha.edu

24-11 Premeeting Talk, Meeting Statements, and Perceived Team Performance

Participants took part in a meeting, and their interactions both prior to and during the meeting were video recorded. Their meeting conversations were then coded into sense units and classified. This study is the first to investigate the influence of premeeting talk (PMT) on perceived team performance.

Michael A. Yoerger, University of Nebraska-Omaha
John D. Crowe, University of Nebraska-Omaha
Joseph A. Allen, University of Nebraska-Omaha
Submitter: Michael A. Yoerger, myoerger@unomaha.edu

24-12 Ethics Integration Strategies: Inoculating Subsidiaries Against Unethical Contagion

This study investigated holding company misconduct on the organizational commitment and job satisfaction of subsidiary employees and the influence of ethics policies and employee social media use. Using a vignette approach, participants responded to an online survey measuring perceived work attitudes. Results demonstrate an unethical contagion, though no interaction effects.

Daniel J. Detwiler, University of Memphis
Catherine S. Daus, Southern Illinois University-Edwardsville
Submitter: Daniel J. Detwiler, detwilerdaniel@yahoo.com
24-13 Multilevel Examination of Store-Level HR Practices and Work Attitudes

The study investigates the effects of perceived store-level HR practices and climate on employee work attitudes. A total of 6,122 front-line employees and managers were surveyed across 1,150 sites. Results revealed that perceptions of store-level HR practices and climate had a significant impact on employees' job satisfaction and organizational commitment.

Christian Calderon, University of Memphis
Daniel J. Detwiler, University of Memphis
Tong Kang, University of Memphis
Submitter: Daniel J. Detwiler, detwilerdaniel@yahoo.com

24-14 How Organizational Policies Influence Bystander Likelihood of Reporting Sexual Harassment

Authors examined how the likelihood of reporting coworker perpetrated male-to-female sexual harassment was affected by organizational policies around gender discrimination and severity of the harassment using a sample of employees working at the same organization. Results indicated the zero-tolerance policy statement increased reporting likelihood, particularly among less severe sexual harassment.

Ryan K. Jacobson, Florida International University
Asia A. Eaton, Florida International University
Submitter: Ryan K. Jacobson, rjaco033@fiu.edu

24-15 Goal Alignment: Development and Measurement of a Moderator of Commitment

Goal alignment, a construct expected to moderate the relations between commitment and outcomes, was investigated. Results support the psychometric quality of the measure but are mixed for goal alignment as a moderator. However, goal alignment is found to be a unique predictor of occupational commitment, organizational commitment, and some outcomes.

Jose Antonio Espinoza, University of Western Ontario
John P. Meyer, University of Western Ontario
Submitter: Jose Antonio Espinoza, jespinoz@uwo.ca

24-16 Does Feeling Trusted at Work Increase Psychological Empowerment?

This paper examines whether psychological empowerment may explain the relation between felt trust and work outcomes beyond social exchange. Social exchange and psychological empowerment were both found to mediate the relation between felt trust and job satisfaction, well-being, work engagement, and intentions to turnover.

Harjinder Gill, University of Guelph
Scott A. Cassidy, University of Guelph
Chloe Cragg, University of Guelph
Submitter: Scott A. Cassidy, cassidys@uoguelph.ca

24-17 Engagement Excels: How Organizational Engagement Contributes to Organizational Performance

This poster examines longitudinal effects of organizational engagement on performance in a sample of 156 organizations across a 1-year period (29,997 employees at t1 and 27,472 employees at t2). Cross-lagged path modeling reveals that organizational engagement predicts organizational-level performance indicators. Confirming the hypotheses, engagement predicts performance and not vice versa.

Daniela Gutermann, Jacobs University Bremen, VU Amsterdam
Nale Lehmann-Willenbrock, VU University Amsterdam
Sven Voelpel, Jacobs University Bremen
Marise Ph. Born, Erasmus University Rotterdam
Submitter: Nale Lehmann-Willenbrock, n.lehmann-willenbrock@vu.nl

24-18 The Effects of Hierarchical Culture and Empowering Leadership on Employees

This research stems from the notion that organizational contexts such as leadership styles and organizational culture influence employees' behavior. Using hierarchical linear modeling (HLM) to compare hierarchical culture and empowering leadership, results revealed that empowering leadership boosts work engagement, via work meaningfulness.

Michelle Chin Chin Lee, Sunway University
Mohd. Awang Idris, University Malaya
Submitter: Michelle Chin Chin Lee, michellel@sunway.edu.my

24-19 Examining the Relationship Between Engagement and Technology-Assisted Supplemental Work

The objective of this study was to examine whether employee engagement has an effect on one's decision to use technology for supplemental work after hours and whether the personality characteristic of achievement striving influences this relationship. Findings show that achievement striving moderates relationships between engagement dimensions and technology-assisted supplemental work.

Archana Manapragada, Florida International University
Valentina Bruk Lee, Florida International University
Chockalingam Viswesvaran, Florida International University
Submitter: Archana Manapragada, amana008@fiu.edu

24-20 Where Do I Fit In? Examining Employee Membership Profiles

Research empirically explored whether distinct and interpretable employee membership profiles emerged from the 3 dimensions of perceived organizational membership. Findings indicate that there is statistical evidence supporting 3 separate membership profiles.

Jaclyn Perrmann, University of Cincinnati
Suzanne S. Masterson, University of Cincinnati
Gary Cornwall, University of Cincinnati
Submitter: Jaclyn Perrmann, perrmajm@mail.uc.edu

24-21 Theoretical Underpinnings of Perceived Overqualification

Perceived overqualification (POQ) is a psychological construct not merely a perception of an objective reality. Accordingly, the authors define POQ as employee reactions to a discrepancy between the employee's perceived organizational outcomes and beliefs of deserved organizational outcomes, determined by the employee's perceived inputs and other factors.

Eleni V. Lobene, Aon Hewitt
Adam W. Meade, North Carolina State University
Submitter: Eleni V. Lobene, eleni.lobene@gmail.com

24-22 Sources of Situational Strength at Work

This study examined how employees weighed situational strength emanating from their coworkers, immediate supervisors, and top management to form their perceptions of overall situational strength on the job. Relative importance and mediation analyses showed that employees weighed situational strength differently depending on its nature and its source.

Balca Bolunmez, George Mason University
Zitong Sheng, George Mason University
Alexander G. Morris, George Mason University
Alan J. Tomassetti, George Mason University
Samantha Holland, DDI Consulting Group, Inc.
Reeshad S. Dalal, George Mason University
Submitter: Balca Bolunmez, bbolunme@gmu.edu

24-23 Toward a Comprehensive Definition of Work Meaningfulness

As more people consider the meaning of their work, researchers have enthusiastically sought deeper understanding of this nebulous concept. The field needs to build more solid consensus before exploring more divergently. Popular conceptualizations are considered and offer a comprehensive, dimensional definition of work meaningfulness.

Mike Morrison, Michigan State University
Ross Walker, Michigan State University
Richard P. DeShon, Michigan State University
Submitter: Mike Morrison, mikeamorrison@gmail.com

24-24 Developing a Valid Measure of Civility

This study sought to construct a psychometrically sound measure of civility using a structured process (Hinkin, 1998). Items were developed and distributed to 429 respondents. Results provided preliminary evidence of validity and revealed that civility may comprise 5 separate dimensions, including general, individual, coworker, supervisor, and work environment civility.

Mark S. Nagy, Xavier University
Submitter: Mark S. Nagy, nagyms@xavier.edu

24-25 How Innovative Workplace Develops Engaged, Committed, and Healthier U.S. Employees

This study examined how innovative workplace impacts the development and retention of engaged, committed, and healthier employees.
in the United States. Findings showed that innovative workplace had a positive impact on employee job engagement, commitment, well-being, and retention, suggesting crucial implications for U.S. organizations.

Gokhan Oztunc, University of Georgia
Submitter: Gokhan Oztunc, gokhanoztunc@gmail.com

24-26 Authentic Expression of Key Self-Aspects: A Scale Validation Study

Three studies validated a scale for the authentic expression of key aspects of self at the individual, relational, and collective level. An EFA followed by a CFA suggested that a 3-factor model had an acceptable fit. Support was also found in terms of convergent, divergent, and unique validity.

Joo Y. Park, University of Maryland
Jennifer L. Wessel, University of Maryland
Megan L. Huth, Google
Submitter: Joo Y. Park, joopark@umd.edu

24-27 Work Engagement Intervention Effectiveness: A Systematic Review and Meta-Analysis

A systematic literature search and meta-analysis were employed to investigate the effectiveness of interventions to influence work engagement. Findings revealed a small, positive effect size of Hedge's g = 0.29, 95%-CI = 0.12-.46. Moderation analysis revealed a significant effect of intervention strategy on intervention effectiveness (k = 8, Hedge's g = 0.51, 95%-CI = 0.12-.90). Evidence for significant relationships was found for domain to large effect for group interventions.

Caroline Knight, Sheffield University Management School
Malcolm Patterson, Sheffield University Management School
Jeroen J. Dawson, University of Sheffield
Submitter: Caroline Knight, caroline.knight@sheffield.ac.uk

24-28 Authentic Leadership and Employee Engagement

The degree to which authentic leadership promotes follower authentic behavior and, in turn, engagement at work was examined. Additionally, both task interdependence and employee political skills were introduced as unique and interrelated boundary conditions to the authentic leadership–employee authenticity relationship and find support for the comprehensive moderated-mediation model.

Chen Wang, Florida International University
Ajay R. Ponnapalli, Florida International University
Brooke Buckman, Florida International University
Submitter: Chen Wang, cwang035@fiu.edu

24-29 The Predictive Power of Values for Work Outcomes

Current meta-analysis aims to clarify the theoretical and methodological relationship between values and work outcomes. Results based on 64 studies and 248 effect sizes showed that values were related to job satisfaction (pscale_score = 0.23, pfit_index = 0.54) and job performance (pscale_score = 0.14, pfit_index = 0.23). Value fit indices had stronger relationships than value scores alone.

Q. Chelsea Song, University of Illinois at Urbana-Champaign
James Rounds, University of Illinois at Urbana-Champaign
Submitter: Q. Chelsea Song, qsong6@illinois.edu

24-30 Wishful Thinking: Cognitive Control Strategies Do NOT Buffer Job Demands

Does it help to look on the bright side? This study used a nationally representative survey of full-time employees to examine whether cognitive strategies buffer against the negative effects of job demands on work satisfaction. No evidence was found for a moderating effect.

Kyle D. McNeal, University of Minnesota
Elliot James Smallidge, University of Minnesota, Twin Cities
Emily Lynne Clarke, University of Minnesota, Twin Cities
Submitter: Kyle D. McNeal, kyle.mcneal@pdri.com

24-31 Politics and Relationships: Effects on Affective Commitment

This study examined the effects of LMX, politics perceptions, and political skill on affective commitment. SEM analysis revealed that LMX related positively and politics perceptions related negatively to affective commitment. Additionally, political skill was indirectly related to affective commitment through its relationship with LMX.
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27. Panel Discussion: 12:00PM-1:20PM Americas Seminar

Up the Corporate Ladder: I-O Professionals in HR Leadership Roles

As more I-O professionals work within HR functions, many are beginning to move beyond specialist roles, becoming VPs and EVPs of their HR functions. This session will discuss their careers and path to their HR leadership roles in 4 parts: Journey to HR, Alignment to HR, Disruption, and Future.

Jeffrey A. Jolton, PwC, Chair
Jonathan M. Canger, Marriott Vacations Worldwide, Panelist
Christine Dellecave, Neustar, Panelist
Leslie W. Joyce, Exide Technologies, Panelist
Miriam Ort, PepsiCo UK & Ireland, Panelist
Submitter: Jeffrey A. Jolton, jeffrey.a.jolton@us.pwc.com

28. Symposium/Forum: 12:00PM-1:20PM Asia 1

Putting Judging Situations Back In SJTs: New Evidence and Innovation

Advancing scholarly debate, this symposium corroborates and extends recent empirical findings casting doubt over the extent to which traditional situational judgment tests (SJT) measure situational judgment. The 4 studies in this symposium systematically advance our understanding of situational judgments in SJTs using various conceptual approaches, SJT domains, and SJT formats.

Thomas Rockstuhl, Nanyang Technological University, Co-Chair
Filip Lievens, Ghent University, Co-Chair
Thomas Rockstuhl, Nanyang Technological University; Vanessa Barros, Nanyang Technological University, Singapore; Soon Ang, Nanyang Technological University. Situational Judgment in Intercultural SJTs: A Replication with Senior Executives
Philipp Schäpers, Freie Universität Berlin, Filip Lievens, Ghent University, Stefan Krumm, Freie Universität Berlin. How Situational Are Video-Based Situational Judgment Tests?
Lijun Chen, Zhejiang University, Haorong Li, Auburn University, Jinyan Fan, Auburn University, LeiZhi Zhu, Zhejiang University. Examining ATIC x ITP Effect on Job Performance in SJT
Michael A. Campion, Purdue University, Discussant
Submitter: Thomas Rockstuhl, TRockstuhl@ntu.edu.sg

29. Symposium/Forum: 12:00PM-1:20PM Asia 2

New Developments in Work Ethic Research: Antecedents, Impact, and Distinctiveness

Work ethic has been offered as a predictor explaining key work outcomes for over a century. However, key questions remain about the antecedents and outcomes of work ethic, as well as its distinction from other variables. This symposium includes 4 empirical studies addressing these issues, advancing work ethic research in organizations.

John P. Meriac, University of Missouri-St. Louis Chair
Mindy K. Shoss, University of Central Florida, Co-Chair
Luis M. Arciniega, Instituto Tecnologico Autonomo de Mexico (ITAM), David J. Woehr, University of North Carolina Charlotte, Germán Del Rincon, Instituto Tecnologico Autonomo de Mexico (ITAM), Understanding Work Ethic: Individual Difference or Shared Value
Lauren R. LaBot, University of Missouri-St. Louis, Kaitlyn R. Erb, Saint Louis University, Mindy K. Shoss, University of Central Florida, John P. Meriac, University of Missouri-St. Louis. I Learned It From You!: Parental Influences on Work Ethic
C. Allen Gorman, East Tennessee State University, Carrie A. Blair, College of Charleston, Jason S. Gamble, East Tennessee State University. Engaging Work: Does Work Ethic Lead to Proactive Performance?
Scott Highthouse, Bowling Green State University, Christopher D. Nye, Michigan State University, Russell A. Matthews, Bowling Green State University. Evidence for a General Work-Importance Factor
Andrew N. Christopher, Albion College, Discussant
Submitter: John P. Meriac, meriacj@umsl.edu

30. Panel Discussion: 12:00PM-1:20PM Asia 4

Reimagining Performance Management and Rewards: Lessons From Change Leaders

Many organizations are considering changes to performance management and rewards amid wide dissatisfaction with traditional approaches: however, relatively few to date have implemented large scale changes. This panel will provide insights and lessons learned from 6 organizations that have implemented large scale changes in performance management and rewards.

Darryl R. Roberts, Accenture, Chair
Angela Beatty, Accenture, Panelist
Lindsay A. Bousman, Expedia, Inc., Panelist
Kathryn E. Guggenheim, CA Technologies, Panelist
Rob Lewis, Pfizer, Panelist
Tom Rauzi, Dell, Inc., Panelist
Rahul Varma, Accenture, Panelist
Katherine Williamson, VMware, Panelist
Submitter: Darryl R. Roberts, darryl.r.roberts@accenture.com

32. Alternative Session Type with multiple papers: 12:00PM-1:20PM Australia 3

The Future of Talent Management: Perspectives From Research and Practice

Findings from a recent benchmark survey of practitioners and thought leaders on the current and future state of talent management are presented. Senior I-O practitioners from world class companies will discuss the implications of these results with experts from top external organizations regarding TM’s strategic direction, organizational structure, and staffing.

Allan H. Church, PepsiCo, Chair
Rebecca Levine, PepsiCo, Co-Chair
Rebecca Levine, PepsiCo, Allan H. Church, PepsiCo, Benchmarking the Management of Talent Management Functions in Top Companies
Submitter: Allan H. Church, allan.church@pepsico.com

33. Alternative Session Type with presenters: 12:00PM-1:20PM N. Hemisphere A1

Mentoring for Women in I-O: Career Changes, Interruptions, and Transitions

This session combines a panel discussion and roundtable mentoring with 6 accomplished women with I-O practice and academic careers, and whose professional trajectories have been nonlinear. It leverages the panelists’ experience with career changes, interruptions, and transitions to provide attendees with insight into the flexible nature of I-O career trajectories.
34. Panel Discussion: 12:00PM-1:20PM  N. Hemisphere A2
Data-Driven Business Decisions: Opportunities and Challenges for I-O
In this session, I-O practitioners who have responsibilities for influencing decisions through data-analysis discuss common challenges and best practices. Topics will include identifying, defining, and approaching business challenges that can be solved through data analysis; building appropriate data sets; managing “data consumers”; analyzing and interpreting results; and addressing ethical considerations.
Matthew R. Millard, NuVasive, Inc, Chair
Christopher H. Onts, Cargill, Panelist
Kevin D. Meyer, CEB, Panelist
Carl R. Persing, Metrus Group, Panelist
Benjamin H. Slade, NASA, Panelist
Tracey Tafaro, Select International, Panelist
Hal J. Whiting, Hewlett Packard Enterprise, Panelist
Submitter: Matthew R. Millard, matt.r.millard@gmail.com

35. Symposium/Forum: 12:00PM-1:20PM  N. Hemisphere A3
New Directions in Employee Overqualification Research
This symposium brings together novel work on antecedents and consequences of employee overqualification, examining its implications for stress and well-being outcomes, examining measurement perspectives, and identifying new moderators and mediators. Important future directions in the area of overqualification are identified.
Berrin Erdogan, Portland State University, Co-Chair
Selin Kudret, Kingston University, Co-Chair
Ana Hernandez Baeza, University of Valencia, Vicente Gonzalez-Roma, University of Valencia, Juan Gamboa, University of Valencia, Berrin Erdogan, Portland State University, Predicting Overqualification From University Instruction: The Mediating Role of Employability
Maryana Arvan, University of South Florida, Paul E. Spector, University of South Florida, Overqualified and Dissatisfied? The Roles of Perceptions and Reality
Soner Dumanli, American Institutes for Research, Tammy D. Allen, University of South Florida, Pablo Ignacio Escrivan, ISEES Business School, Genevieve Johnson, American Institutes for Research, Overqualification and Subjective Well-Being in the Context of Basic Needs
Dana B. Kabat-Farr, Dalhouse University, Benjamin M. Walsh, University of Illinois at Springfield, Frances M. McKee-Ryan, University of Nevada, Reno, Allison Burrus, University of Missouri at St. Louis, Perceived Overqualification and Incivility Experiences
M.A. Lale Muazzez Yaldiz, Portland State University, Berrin Erdogan, Portland State University, Talya N. Bauer, Portland State University, Donald M. Truxillo, Portland State University, Guven Ordun, Istanbul University, Overqualification—Work and Well-Being Outcomes: The Moderating Role of Age
Submitter: Berrin Erdogan, berrine@pdx.edu

36. Panel Discussion: 12:00PM-1:20PM  N. Hemisphere A4
Workplace Automation and the Future of I-O Psychology
Automation has the potential to transform the workplace and roles as I-O psychologists. Academics and practitioners on this panel will discuss the implications of automation in the workplace, guiding this movement in research, and how automation will affect the jobs and the field of I-O psychology.
Jenna C. Shapiro, IBM, Co-Chair
Chris L. Lovato, IBM Smarter Workforce, Co-Chair
Steve W. J. Kozlowski, Michigan State University, Panelist
Jenilyn Hayward, ServiceMaster, Panelist
Nathan J. Mondragon, HireVue, Panelist
Jackie Ryan, IBM, Panelist
Submitter: Jenna C. Shapiro, jennacs@us.ibm.com

37. Symposium/Forum: 12:00PM-1:20PM  N. Hemisphere E1
New Directions for Vocational Interest Research in Organizations
This symposium presents 5 papers that suggest new directions for vocational interest research in organizations. These papers address several issues related to the nature of vocational interests, their interpretation across groups, and their validity for predicting workplace outcomes. Implications of these findings for future research will also be discussed.
Joshua J. Prasad, Michigan State University, Christopher D. Nye, Michigan State University, Jacob C. Bradburn, Michigan State University, Fabian Elizondo, Birkman International, Inc., Improving the Operationalization of Vocational Interest Congruence Through Polynomial Regression
Wei Ming Jonathan Phan, University of Illinois, Urbana-Champaign, Rachel Amrhein, University of Illinois, Urbana-Champaign, Seonghee Cho, University of Illinois, Urbana-Champaign, James Rounds, University of Illinois, Urbana-Champaign, Vocational Interests as Density Distributions? Results From Experience Sampling Studies
Brenton M. Wiernik, University of Minnesota, Selena Wang, University of Minnesota, Brandon Morgan, University of Johannesburg, Racial Measurement Bias in Vocational Interest Assessment
Colin Jian Ming Wee, University of Illinois, Urbana-Champaign, Eunike Wetzal, University of Konstanz, James Rounds, University of Illinois, Urbana-Champaign, Deciphering the General Factor in Interest Measures
Dan Ispsas, Illinois State University, Alexandra Ilie, Illinois State University, Tim J. Deering, Illinois State University, Duc Nguyen, Illinois State University, Vocational Interests: Age and Sex-Based Differential Prediction of Job Performance
Submitter: Christopher D. Nye, nycschr@msu.edu

38. Panel Discussion: 12:00PM-1:20PM  N. Hemisphere E2
Caught on Video: Best Practices in One-Way Video Interviewing
Technology has been leveraged in the hiring process recently by using one-way video interviews where candidates record themselves responding to preestablished sets of questions that are viewed by evaluators at a later time. This panel will explore the effectiveness of this technology by discussing best practices for implementation.
Daniel A. Schmerling, Capital One, Chair
Anne Scaduto, Capital One, Panelist
Jennifer L. Harvel, Amazon, Panelist
Samuel E. Kaminsky, George Washington University, Panelist
James Pereira, JetBlue Airways, Panelist
Maureen Costello, Capital One, Panelist
Submitter: Daniel A. Schmerling, daniel.schmerling@Capitalone.com

39. Symposium/Forum: 12:00PM-1:20PM  N. Hemisphere E3
Using the Blank Box: Innovations to Optimize Use of Comments
There are a variety of innovations in employee feedback programs, yet many of us are still coding comments for topics, thus suboptimizing a rich source of feedback. This symposium showcases new approaches to collecting, analyzing, and acting on open-ended employee feedback.
Victoria Hendrickson, OrigVitality, LLC, Chair
Shawn M. Del Duco, Intel Corporation, Making Sense of Employee Sentiment: A Case Study
Lila Hayrapetyan, Citigroup, David M. Koch, New York University, Is One Word Worth a Thousand Words? Simpler Approach to the Open-Ended Question
Hong Yu, Microsoft, Validating Machine-Generated Sentiment and Emotion Scores for Qualitative Data
Submitter: Victoria Hendrickson, vhendrickson89@gmail.com

40. Symposium/Forum: 12:00PM-1:20PM  N. Hemisphere E4
Discoveries in the Measurement and Function of Personality at Work
Industrial psychologists are making important breakthroughs in the understanding of personality at work. These developments are seeing empirical results begin to fall into line with theoretical expectations. This symposium presents 5 papers moving the field further in this direction through the use of innovative frameworks and data modeling techniques.
Michael P. Wilmot, University of Minnesota, Deniz S. Ones, University of Minne-
Person Predictors of Counterproductive Work Behavior (CWB): A Meta-Analytic Approach
Jerry Miller, Evolution Institute, Presenter
Eduardo Salas, Rice University, Presenter
Michael D. Mumford, University of Oklahoma, Discussant
Melissa Griffin, University of New Hampshire, Discussant
Jana L. Raver, Queen’s University, Discussant
Samuel T. Hunter, Pennsylvania State University, Co-Chair
Brett H. Neely, Penn State, Co-Chair

41. Special Events: 12:00PM-1:20PM
S. Hemisphere I
Theme Track: Shaping the Future of I-O Through Multidisciplinary Approaches
Advances in science and practice are born from blending knowledge across disciplines. Discover the ways in which multidisciplinary efforts are advancing our knowledge of work, its design, and its impact. This Ignite session will present a vibrant future of I-O in which the integration of diverse disciplines is key to our success.
Valentina Bruk Lee, Florida International University, Chair
Samantha A. Taylor, Amgem, Inc., Co-Chair
Steven G. Rogelberg, University of North Carolina Charlotte, Discussant
Amy Dawgert Grubb, Federal Bureau of Investigation, Presenter
Leslie B. Hammer, Oregon Health & Science University, Presenter
Benjamin Hawkes, Shell International, Presenter
Autumn D. Krauss, Sentis, Presenter
Steven A.Y. Poelmans, EADA Business School, Presenter
Eduardo Salas, Rice University, Presenter
Jerry Miller, Evolution Institute, Presenter
Submitter: Tracy Kantrowitz, tracy.kantrowitz@cebglobal.com

42. Symposium/Forum: 12:00PM-1:20PM
S. Hemisphere II
Person Predictors of Counterproductive Work Behavior: Actor and Target Perspectives
This session offers novel insights into how individual attributes predict counterproductive work behavior (CWB). Research bridges the CWB actor and target literatures, including 2 papers on actor personality and CWB, along with 2 papers on targets' elicitation of CWB. Session ends with an interactive exercise aimed at encouraging future scholarship.
Jana L. Raver, Queen’s University, Co-Chair
Nathan A. Bowling, Wright State University, Co-Chair
Caleb Bragg, Central Connecticut State University, Self-Control, Perpetrator Personality, and Differential Relationships With CWBs
Gary N. Burns, Wright State University, Megan B. Morris, Ball Aerospace/Wright State University, Enhancing Utility and Efficiency of CWB Prediction With the ABSC
Xiaoxi Chang, Queen’s University, Jana L. Raver, Queen’s University, Emotional Ambivalence and Counterproductive Behavior towards Overachievers
Mark Martinko, Florida A&M University, Paul Harvey, University of New Hampshire, Jeremy D. Mackey, Auburn University, The Interaction of Victim and Perpetrator Characteristics on Aggressive Behavior
Submitter: Jana L. Raver, javer@business.queensu.ca

43. Symposium/Forum: 12:00PM-1:20PM
S. Hemisphere III
The CIP Model of Leadership: Research Advancements and New Directions
After 10 years of research, the charismatic, ideological, pragmatic (CIP) model of leadership has been established as an influential component of the theoretical landscape of leadership research. This symposium builds on the past decade of research and presents novel developments and new directions for the model.
Brett H. Neely, Penn State, Co-Chair
Samuel T. Hunter, Pennsylvania State University, Co-Chair
Ginamarie Ligon, University of Nebraska-Omaha, Mackenzie Harms, University of Nebraska-Omaha, Karyn Sporer, University of Maine, Leadership and Lethality: How the CIP Model Predicts Terrorist Performance
Jennifer A. Griffith, University of New Hampshire, P. Carter Gibson, Shaker Consulting Group, Kelsey E. Medeiros, University of Texas at Arlington, Alexandra E. MacDougall, Central Michigan University, Jay H. Hardy, Ill. Oregon State University, Begin With The End in Mind: Rethinking Outstanding Leadership Outcomes
Kristin L. Sotak, SUNY Farmingdale State College, Francis J. Yammarino, Binghamton University, Andrea Serban, Virginia Commonwealth University, Seth M. Spain, Binghamton University, Personalized-Socialized and Charismatic-Idealogical-Pragmatic Leadership: New Scale Development
Jeffrey B. Lovelace, Pennsylvania State University, Brett H. Neely, Pennsylvania State University, Samuel T. Hunter, Pennsylvania State University, Expanding the Conceptual Foundation of the CIP Model of Leadership
Michael D. Mumford, University of Oklahoma, Discussant
Submitter: Nigel R Guenole, n.guenole@gold.ac.uk

44. Community of Interest: 12:30PM-1:20PM
Inductive Research in I-O Psychology
Big data analyses are inductive in nature, capturing regularities not explained by traditional statistical methods, regularities that can contribute to theory building and confirmatory statistical models. This session will focus on the nature and potential contributions of inductive research to I-O psychology as well big data's role in this process.
Fred Oswald, Rice University, Host
Dan J. Putka, HumRRO, Host
Dustin K. Judnt, Saint Louis University, Coordinator
Submitter: Dustin K. Judnt, djundt@slu.edu

45. Poster: 12:30PM-1:20PM
Atlantic BC
Testing & Assessment
45-1 Conditional Reasoning Integrity as a Predictor of Job Performance
This study examined a conditional reasoning measure of integrity (CRT-I) and its relationship to job performance. Results showed support for CRT-I as a significant predictor over and above a traditional conscientiousness measure in an applicant sample. This study provides additional evidence for CRT-I as a predictor of important organizational outcomes.
Amie D. Lawrence, Select International, Inc.
Matthew S. O’Connell, Select International, Inc.
Amy Gammon, Select International, Inc.
Matthew K. Minton, Verizon
Marcela Cardenas, Verizon
Julia B. Sauer, Verizon
Submitter: Amie D. Lawrence, alawrence@selectintl.com

45-2 Using Personality-Based Profile Similarity Indices to Guide Selection Decisions
This study investigates the viability of personality-based profile matching in employee selection. Findings provide support for the use of profile matching using high performing employee personality scores as the template for evaluating candidates. The validity estimates obtained using certain profile similarity indices rival the estimates obtained using traditional composites.
Jared M. Quinn, Central Michigan University
Neil Christiansen, Central Michigan University
Jeffrey R. Labrador, Kenexa, an IBM Company
Submitter: Jared M. Quinn, Jaredq12@gmail.com

45-3 Investigating the Combined Validity and Prevalence of Personnel Selection Tools
This study investigated the relationship between the meta-analytic criterion-related validity of assessments and their prevalence of use in organizations. Multiple data sources were used to measure both prevalence and validity. The prevalence of use of assessments was either unrelated or negatively related to validity for predicting overall job performance.
Phil T. Walmsley, U.S. Customs and Border Protection
Jeffrey M. Cucina, U.S. Customs and Border Protection
Theodore L. Hayes, U.S. Department of Justice
Submitter: Phil T. Walmsley, walmsley.phil@gmail.com

45-4 The Physiology of Recruiter Fear and Bias in Applicant Screening
Physiological measures were used to assess the role of recruiters' fear and implicit prejudice when evaluating Arab ethnic minority and majority applicants. Clear differences were found in applicant ratings (r² = .24)
45-5 Impact of Childhood and Adult Video Gaming on Flight Performance
Authors examined whether and to what degree video game experience as an adult and as a child contributed to the prediction of psychomotor-based selection test scores and subsequent flight training performance for a sample of student naval pilots. Recommendations for researchers and practitioners are discussed.
Sabrina M. Drollinger, Naval Aerospace Medical Institute
Brennan D. Cox, Naval Health Research Center
Tatana M. Olson, Naval Aerospace Medical Institute
Cory M. Mochaire, Naval Aerospace Medical Institute
Submitter: Tatana M. Olson, tm4@hotmail.com

45-6 Faking Warnings: Less Effective Than You Think
The literature suggests that faking warnings are an effective tool at combatting applicant faking on personality tests. This study found that faking warnings used in prior investigations and new warnings derived from accountability and morality theory failed to appreciably reduce applicant faking. Potential reasons for anomalous findings are discussed.
Justin Feeney, University of Western Ontario
Richard D. Goffin, University of Western Ontario
Kabir Daljeet, University of Western Ontario
Submitter: Justin Feeney, jfeeney3@uwo.ca

45-7 Development of an Empirically Based Short Form Personality Assessment
Short form personality assessments are nothing new, but many existing forms are constructed with an emphasis on internal reliability rather than predictive utility. A short form was developed using an empirical approach that simultaneously optimizes reliability and criterion validity. Evidence supporting the utility of the short form is provided.
Heather Hayes, Hogan Assessment Systems
Brandon Ferrell, Hogan Assessment Systems
Jonathan Huck, University of Oklahoma
Blaine H. Gaddis, Hogan Assessment Systems
Submitter: Heather Hayes, hhayes@hoganassessments.com

45-8 The Ideal Employee Coefficient: Can Self-Presentation Predict Performance Beyond Traits?
The ideal employee coefficient (IEC) is introduced as a supplement to the traditional “sign-based” scoring of personality test items and a new measure is developed to “sample-like” testing. In 3 studies covering different settings, populations, personality tests, and criteria, the IEC consistently showed incremental criterion-related validity beyond the same tests’ traditional scores.
Bernd Marcus, University of Rostock
Henning Hummert, University of Hagen
Judith Goldenberg, Behavioral Science Center, Israel Defense Forces
Saul Fine, Midot, Ltd.
Anne Traum, University of Hagen
Juergen Deller, Leuphana University of Lueneburg
Submitter: Bernd Marcus, Bernd.Marcus@Fernuni-Hagen.de

45-9 A Reexamination of Stereotype Threat in High-Stakes Testing
In an extension of research by Cullen, Waters, and Sackett (2006) testing the generalizability of stereotype threat, this study examined the relationship between standardized test scores and academic performance in a sample of college-age women. Consistent with Cullen et al. (2006), results were not indicative of stereotype threat.
Catalina Flores, University of Akron
Joelle D. Elicker, University of Akron
Dennis Doverspike, University of Akron
Submitter: Catalina Flores, cf45@zips.uakron.edu

45-10 An Eye-Tracking Study of Conditional Reasoning Personality Measures
This study compared responses and eye-movement data on conditional reasoning personality measures (aggression in Study 1, and power in Study 2), corresponding self-report measures, and social desirability scales between honest responding and simulated selection conditions. Findings were consistent with the idea that the conditional reasoning tests capture implicit, unconscious biases.
Zvonimir Galic, University of Zagreb
Submitter: Zvonimir Galic, zgalic@ffzg.hr

45-11 Does Conversation Change the First Impression in Employment Interview?
This study examined whether conversation contents in interviews moderate the effects of first impression on later evaluation. Online experiment was conducted where participants watched employment interview scenes and evaluated the applicant. Effects were stronger when the conversation contents were contingent to the traits evaluated in the first impression.
Siko Imashiro, Institute for Organizational Behavior Reserch
Submitter: Siko Imashiro_shicho_imashiro@recruit-ms.co.jp

45-12 Preemployment Assessment to Supplement Background Checks for Security Clearance Employees
This study examines a preemployment risk assessment that extends background check screening for organizational risk exposures. A sample of employees with security clearance had significantly higher scores (i.e., more preferred outcomes) on the assessment scales and fewer counterproductive behavioral admissions than a sample of employed students without clearances.
Kelly D. Dages, General Dynamics Information Technology
John W. Jones, General Dynamics Information Technology
Brian Dreschler, General Dynamics Information Technology
Submitter: Kelly D. Dages, k.dages@gdit.com

45-13 Automated Scoring of the Consequences Test Using Latent Semantic Analysis
The Consequences Test is a strong predictor of aspects of Army career performance. However, reliance on human scoring procedures is impractical for large scale testing applications. Latent semantic analysis was used to automatically score the Consequences Test. Analyses demonstrated high convergence with human ratings and equivalent validity.
Noelle LeVoie, Parallel Consulting
James L. Parker III, Argosy University
Peter Legree, U.S. Army Research Institute
Sharon Ardison, U.S. Army Research Institute
Robert Kilcullen, U.S. Army Research Institute for the Behavioral and Social Sciences
Submitter: Peter Legree, Peter.J.Legree.civ@mail.mil

45-14 Effects of Cognitive Styles on Test Performance
This study examined cognitive style (field independent vs. field dependent and convergent vs. divergent) as a mediator of the relationship between race and cognitive test performance. Findings suggest that field independence is a partial mediator, and the association between race and performance is significantly mediated by field independence.
Joo Y. Park, University of Maryland
Faith Lee, University of Maryland
Paul J. Hanges, University of Maryland
Submitter: Joo Y. Park, joopark@umd.edu

45-15 Are ESEM-Based Models More Appropriate for Studying Personality Faking?
This study investigated the suitability of confirmatory factor analysis (CFA) and exploratory structural equation models (ESEM) to a personality instrument in a faking study. Authors found that the bifactor ESEM model provided a better representation of the data than an independent clusters solution (e.g., CFA) in the faking condition.
Philosek Lee, University of South Florida
Kevin T. Mahoney, South Dakota State University
Seokjoon Chun, University of South Florida
Sunhee Lee, Chungnam National University
Submitter: Philosek Lee, philosek.lee@sdstate.edu
45-16 Should We Use LinkedIn as a Selection Tool? Should organizations assess applicants based on their LinkedIn profile? LinkedIn-based assessments of skills and cognitive ability are related to users’ self-reports, acceptable interrater agreement and temporal stability levels, and limited adverse impact. Profiles that are longer, include a picture, and have more connections are rated more positively. 
Nicolas Roulin, University of Manitoba
Julia Levashina, Kent State University
Submitter: Nicolas Roulin, nicolas.roulin@umanitoba.ca

45-17 Transporting Situational Judgment Tests Internationally: A Tale of Two Countries The study investigated the transportability of a situational judgment test that was originally developed in the U.S. to a Chinese context. Cross-cultural transportability in terms of scoring key, mean score, and criterion validity were examined. The study sheds light on issues and solutions related to the international use of SJTs.
Tao Li, Korn Ferry Hay Group
Gina Palermo, Korn Ferry Hay Group
Submitter: Tao Li, tonnyli@gmail.com

45-18 Predicting Call Center Metrics: A Meta-Analytic Investigation of What Works Call center selection practitioners are often tasked with showing how assessments predict performance on objective metrics. Finding these relationships is difficult in any individual study due to methodological challenges inherent in these complex criteria. This meta-analysis of validation studies provides insights on what assessment measures predict common call center metrics.
Trevor D. McGlochlin, Select International
Ted B. Kinney, Select International
Mei-Chuan Kung, Select International
Rachel Reid, Select International
Submitter: Trevor D. McGlochlin, tmcglochlin@selectintl.com

45-19 Mobile Versus Desktop Assessments: Is There Really a Difference? Smartphone technology has increased at an alarming rate since the release of the iPhone almost 10 years ago. With the increase in mobile optimization, taking assessments on a smartphone isn’t as unusual as once thought. This investigational analysis discovers key differences between smartphone and desktop assessments taken by applicants.
Andrew P. McGrory, OutMatch
Submitter: Andrew P McGrory, amcgrory@outmatch.com

45-20 Evaluating CAT Effectiveness Through Simulations: A Better Way Forward Personnel psychologists are challenged to develop best practices for evaluating whether CATs are operating efficiently while meeting measurement and test security goals. The goal of this study is to provide readers with empirically based recommendations for conducting Monte Carlo simulations to provide evaluations of measurement accuracy and test security.
Caitlin E. Blackmore, Aon Hewitt
Michael McKenna, University of Missouri-St. Louis
Kate LaPort, Aon Hewitt
John Capman, Aon Hewitt
Anthony S. Boyce, Aon Hewitt
Submitter: Michael McKenna, mgmn7d@mail.umsl.edu

45-21 Validation of a Faking-Resistant, Rapid Response Method Personality Assessment The rapid response method (RRM) is a novel approach to personality assessment that is quick to administer and highly resistant to applicant faking. This study demonstrates that RRM scores converge well with traditional Likert-type assessments of similar constructs and are predictive of self-reported and other-reported ratings of manager performance.
Adam W. Meade, North Carolina State University
Gabriel Pappalardo, PerSight Assessments
Phillip W. Braddy, Center for Creative Leadership
John W. Fleenor, Center for Creative Leadership
Submitter: Gabriel Pappalardo, gabe.pappalardo@gmail.com

45-22 Family Income as a Moderator Between Personality and Performance Family income was found to moderate the relationship between persistence and college GPA. Persistence was found to be more strongly related to college GPA for lower income students. The interaction of persistence and family income had incremental validity over HS GPA and ACT scores.
Michael F. Brady, Wright State University
Corey E. Miller, Wright State University
Jason D. Culbertson, Wright State University
Suzanne Dean, Wright State University
Submitter: Corey E. Miller, corey.miller@wright.edu

45-23 Comparing Classical Test and Item Response Theories on Criterion Validity This study examined criterion-related test validity for a diverse selection test battery, including tests of cognitive ability, spatial orientation, and job knowledge. Comparisons of validity coefficients between test scores generated using item response theory and classical test theory were examined for academic and performance-based training outcomes.
Cory M. Moclair, Naval Aerospace Medical Institute
Brennan D. Cox, Naval Health Research Center
Tatiana M. Olson, Naval Aerospace Medical Institute
Michael W. Natai, Naval Aerospace Medical Institute
Sabrina M. Drollinger, Naval Aerospace Medical Institute
Submitter: Tatiana M. Olson, tmo4@hotmail.com

45-24 Retesting in Personnel Selection: The Impact of Test Reliability Professional guidelines for selection recommend reasonable opportunities for applicants to retake tests administered for selection purposes. This study focused on the effect of measurement error variance on selection accuracy when applicants retest (independent of any real improvements). Results reflect the importance of developing reliable predictor measures.
Jisoo Ock, Rice University
Fred Oswald, Rice University
Submitter: Jisoo Ock, jisoo.ock@gmail.com

45-25 Impression Management in Interviews: Research Design With Tactics in Mind Impression management (IM) tactics in the employment interview were meta-analytically analyzed. Other-focused tactics were used most frequently (M = 4.66; rc = .17) but self-focused tactics had higher impact (M = 4.30; rc = .24). Research design moderates IM-performance relationships including research fidelity, whether target of IM or observers provide ratings and whether participants are students or employees.
Jessica Peck, Kent State University
Julia Levashina, Kent State University
Submitter: Julia Levashina, jlevashi@kent.edu

45-26 GPA’s Validity and Subgroup Differences: International and Ivy League Samples This study examined criterion-related validity and subgroup differences for GPA in 2 independent samples of investment banking analysts and an applicant database of 15,000 recent college graduates. Despite direct range restriction, criterion-related validity was moderate to strong in both samples. Results on subgroup differences replicated and extended previous research.
Jeffrey S. Conway, Credit Suisse
Sean Potter, University of South Florida
Sarah E. Frick, University of South Florida
Submitter: Jeffrey S. Conway, jsc5684@gmail.com

45-27 It’s Not Where You Come From: Impact of Contextual Variables Authors investigated the relationship between contextual variables and noncognitive biodata and situational judgment variables, and also tested cross-level moderating effects of contextual variables on noncognitive variable validities. Findings indicate that contextual variables had little to no impact on noncognitive predictors or on their validities.
Morgan B. Showler, Michigan State University
Ann Marie Ryan, Michigan State University
Predicting Leadership Potential Using Self-Disclosure and Self-Concealment Assessments
The reliability and criterion-related validity of 2 new measures of self-disclosure and self-concealment are examined. Results indicate that these new measures add value to previously developed and validated assessments for predicting leadership potential in ROTC cadets.

James J. Wilcox, U.S. Office of Personnel Management
Kristen A. Robinson, George Mason University
Pamela R. Waltz, U.S. Army Research Institute for the Behavioral and Social Sciences
Robert Kilcullen, U.S. Army Research Institute for the Behavioral and Social Sciences
Submitter: James J Wilcox, wlcj01@gmail.com

Do People From Unconventional Backgrounds Require Unconventional Selection?
Selection systems may function differently when selecting people from unconventional backgrounds. Using college admissions as an example, authors show that compared to the SAT, high school grades are less predictive of college performance for homeschooled students compared to traditionally educated students. Implications for academic and employment selection are discussed.

Martin C. Yu, University of Minnesota
Paul R. Sackett, University of Minnesota
Nathan R. Kuncel, University of Minnesota
Submitter: Martin C. Yu, yuxx0407@umn.edu

Effects of Indirect Range Restriction on Estimates of Predictive Bias
Analyses of predictive bias are commonly conducted using range-restricted incumbent data. Research explores whether range restriction can cause underestimates of bias. Across all simulated populations, underprediction was overestimated by an average of .124 standard-deviation units. Twenty-four percent of cases produced underestimates; the average magnitude of underestimation was .023 standard-deviation units.

Jeffrey A. Dahike, University of Minnesota
Paul R. Sackett, University of Minnesota
Submitter: Jeffrey A. Dahike, dahlik068@umn.edu

The Relationship Between Predictors’ Cognitive-Ability Satu-rations and Black–White Mean Differences
The conventional wisdom that predictors’ correlations with cognitive ability are positively related to Black–White mean differences is quantified. Using large-N and meta-analytic data for 29 predictors, a correlation of .83 is found between predictors’ Black–White d values and cognitive saturations. Potential for differential investment explained additional variance in mean differences.

Jeffrey A. Dahike, University of Minnesota
Paul R. Sackett, University of Minnesota
Submitter: Jeffrey A. Dahike, dahlik068@umn.edu

The Use of Composites and Impact on Selected Individual Demographics
Research presented explores the impact on demographic makeup of selected applicants from using a composite of cognitive predictors for selection compared to a composite of cognitive and noncognitive predictors. Selection rates for Black individuals generally increased and Asian selection rates generally decreased when the cognitive and noncognitive composite was used.

Jacob C. Bradburn, Michigan State University
Neal W. Schmitt, Michigan State University
Submitter: Jacob C. Bradburn, jacob.c.bradburn@gmail.com

Entering STEM Fields: Interests, Identity, Efficacy, and Influence From Others
Women and racial/ethnic minority groups continue to be underrepre-sented in the STEM workforce. Findings in this study indicated that students’ decision to enter STEM fields were influenced by demographic-interest in STEM, identity as a scientist, math self-efficacy, education value of salient others, and previous math training.

Li Lin, University of Oklahoma
Tiffany G. Maglasang, University of Oklahoma
Lori Anderson Snyder, University of Oklahoma
Submitter: Li Lin, l.lin-1@ou.edu

UIT Device-Type Score Differences: The Role of Working Memory
This study provides support for the working memory component of Arthur, Keiser, and Dooverspike (2016)’s SCIP model. Whereas there was no significant difference between smartphone and desktop cognitive ability test scores, the working memory/GMA relationship was stronger for those who completed GMA using a smartphone.

Winfred Arthur, Jr., Texas A&M University
Nathanael L. Keiser, Texas A&M University
Ellen Hagen, Texas A&M University
Zach K. Taylor, Texas A&M University
Submitter: Nathanael L Keiser, keiser.nate@gmail.com

What a Difference a Boss Makes: Leveraging Leaders to Enhance Employee Engagement
Given the impact that leaders have on employee engagement, this panel will focus on techniques to identify, select, develop, and evaluate engaging leaders. Panelists will share benefits and challenges associated with current practices used in their organizations and provide recommendations for other organizations to enhance employee engagement through improved leadership.

Jocelyn M. Hays, Hogan Assessment Systems, Chair
Meghan R. Lowery, Eli Lilly and Company, Panelist
Lorry A. Olson, Bank of America, Panelist
Scott M. Schaefer, Sanford Health, Panelist
50. Community of Interest: 1:30PM-2:20PM  Asia 3
Trends in Learning and Development Research and Practice
Training and development are core I-O competencies; a strong foundation in this area is particularly important given the rapid growth of innovative and experimental techniques in the field. This conversation will focus on trends affecting learning and development practice and the state of the research on their effectiveness.
Amy DuVernet, Training Industry, Inc., Host
Tara S. Behrend, George Washington University, Host
Jamie S. Donsbach, Group for Organizational Effectiveness, Coordinator
Submitter: Jamie S. Donsbach, jamie.donsbach@groupope.com

51. Alternative Session Type with presenters: 1:30PM-2:50PM  Asia 4
Millennials Versus Millennials Debate (and No One Gets a Trophy)
As scientists-practitioners, industrial-organizational psychologists must understand each side of the Millennial debate. The current session presents different viewpoints through an interactive scripted debate and panel session. Panelist will "argue" both sides of the Millennial debate, then present an overview of their own experiences managing generational issues in the workplace.
Victoria J. Smoak, PepsiCo, Inc., Chair
Amber L. Smittick, Hogan Assessment Systems, Presenter
Nate T. Dvorak, Gallup, Presenter
Aaron J. Kraus, Liberty Mutual Insurance, Presenter
Laure C. Lameli, Walmart, Presenter
Michael C. Toci, Procter & Gamble, Presenter
Submitter: Amber L. Smittick, asmittick@hoganassessments.com

52. Symposium/Forum: 1:30PM-2:50PM  Asia 5
Do I Have Your Attention? Measuring and Predicting Careless Responding
Careless responding, which occurs when research participants fail to carefully read questionnaire content, has recently attracted growing attention from industrial and organizational psychologists. The purpose of the current symposium is to present recent research on the measurement and causes of careless responding.
Nathan A. Bowling, Wright State University, Chair
Jason L. Huang, Michigan State University, Co-Chair
Anthony Gibson, Wright State University, Nathan A. Bowling, Wright State University, The Effects of Questionnaire Length and Warning Messages on IER
Georgi P. Yankov, Bowling Green State University, The Dark and Light Side of IER Personality
Justin A. DeSimone, University of Alabama, Peter D. Harms, University of Alabama, The Dirty Data Dilemma: Does it Matter?
Tyler D. Barnes, Wright State University, David M. LaHuis, Wright State University, Detecting Insufficient Effort Responding: An Item Response Theory Approach
Paul G. Curran, Grand Valley State University, Careless or Not: Do Metrics Agree With Simple Human Judgment?
Submitter: Nathan A. Bowling, nathan.bowling@wright.edu

53. Poster: 1:30PM-2:20PM  Atlantic BC
Methods/Global/Teaching
53-1 Best Practice Recommendations for Using Sports Data in I-O Research
Best practice recommendations are provided to address challenges associated with the use of sports data in developing and testing I-O psychology theories. Recommendations are derived from a 10-year literature review including the 91 articles using sports data published in top journals.
Kyle J. Bradley, Indiana University
Herman Aguinis, George Washington University
Youngduk Lee, Indiana University
Submitter: Kyle J. Bradley, kyljbrad@indiana.edu

53-2 Most Influential Sources and Authors in I-O Psychology Textbooks
Based on over 2,000 sources and 8,000 authors cited in widely used I-O psychology textbooks, results showed the prominence of nonacademic sources and authors affiliated with business schools. Authors address implications for the science-practice gap, how to define and measure impact, and the future of I-O psychology as a field.
Herman Aguinis, George Washington University
Ravi S. Ramani, George Washington University
Preston Campbell, George Washington University
Submitter: Ravi S Ramani, ravisramani@yahoo.com

53-3 Social Support, Network Characteristics, and International Student Adjustment
Relationships between international students’ perceived social support, cross-cultural adjustment, and social network characteristics were examined. Results of the responses from 276 students demonstrated that social support from friends and university impacted all facets of adjustment. Additionally, cultural diversity and host nationals in social networks play a significant role for adjustment.
Frank Shu, Illinois Institute of Technology
Shujaat F. Ahmed, Illinois Institute of Technology
Meghan L. Pickett, Illinois Institute of Technology
Roya Ayman, Illinois Institute of Technology
Samuel T. McAbee, Illinois Institute of Technology
Dennis Tran, Illinois Institute of Technology
Submitter: Frank Shu, frankshu.abc@gmail.com

53-4 Insufficient Effort Responding in MTurk Research: Evidence-Based Quality Control
This study addresses problems related to survey research and insufficient effort responding (IER) in Amazon’s Mechanical Turk (MTurk). It scrutinizes IER prevention by drawing on MTurk screening features and preventive survey instructions informed by motivational theories. Theoretical and practical implications are discussed; recommendations are made for future research using MTurk.
Lee Cyr, Portland State University
Liu-Qin Yang, Portland State University
Weiwei Liu, Florida Institute of Technology
Tarya Bardwell, Portland State University
Submitter: Liu-Qin Yang, liuqinyang@pdx.edu

53-5 A Meta-Analysis of Team-Based Learning’s Effects on Academic Outcomes
A meta-analysis was conducted of team-based learning (TBL). On average, TBL produced better academic outcomes than the comparison pedagogical methods. However, there was substantial heterogeneity in the effects sizes that none of our moderators were able to explain. Thus, more work needs to be done on why TBL’s effects vary.
Sin-Ning Cindy Liu, Texas A&M University
Alexander Beaujean, Baylor University
Submitter: Sin-Ning Cindy Liu, sinning.cindy.liu@tamu.edu
53-6 Cross-Cultural Generalization of a Multidimensional Pairwise Preference Personality Inventory
Recent research has demonstrated several benefits of using forced choice scales grounded in item response theory to measure personality. However, adapting these measures for cross-cultural use presents a variety of logistical challenges. We discuss issues with social desirability estimation and measurement in variance analyses and present solutions with empirical results.

Christopher R. Huber, University of Minnesota
John Capman, AON Hewitt
Anthony S. Boyce, Aon Hewitt
Eleni V. Lobene, Aon Hewitt

Submitter: Christopher R. Huber, huber195@umn.edu

53-7 Do Course Difficulty, Conscientiousness, and SES Explain Predicted Performance Differences?
This study attempted to explain the differential prediction of course grades across races using course difficulty, conscientiousness, and SES in a sample of 11,159 students. Results showed that introducing these variables to the model reduced differential prediction, however a significant amount of predictive bias still remained.

Sergio Miguel Marquez, Florida International University
Jacob C. Bradburn, Michigan State University
Christopher D. Nye, Michigan State University

Submitter: Sergio Miguel Marquez, smarq018@fiu.edu

53-8 Comparing MTurk and the U.S. Populations’ Occupational Diversity
The extent to which the occupational diversity of Amazon’s Mechanical Turk (in the U.S.) mirrors that of the larger U.S. population was examined. Across 2 studies, both similarities and differences were observed.

Bodour H. Mahmoud, Villanova University
Christopher M. Castille, Rutgers University
Rachel L. Williamson, University of Georgia
John E. Buckner, V. AlixPartners
James A. De Leon, APTMetrics, Inc.

Submitter: Christopher M. Castille, chris_castille@icloud.com

53-9 Classification Accuracy and Predictive Validity of Eight Profile Similarity Measures
Two studies examined the performance of 8 most commonly used profile similarity measures. As classification accuracy, Mahalanobis distance and squared distance performed consistently well across all conditions; Pearson correlation and Spearman rank order correlation performed poorly in certain conditions. When intended for prediction, cosine performed best, Mahalanobis distance performed worst.

Bo Zhang, University of Illinois Urbana-Champaign
Mengyang Cao, University of Illinois at Urbana-Champaign
Fritz Drasgow, University of Illinois at Urbana-Champaign

Submitter: Bo Zhang, bozhang3@illinois.edu

53-10 Cross-Cultural Response Style Bias Is Real: Adapting the Tree-Process Model
The nature of the response process to rating scales was studied by adapting a recently introduced item response theory modeling procedure, the tree-process model, using samples from the U.S. and China. Significantly different extreme response processes across cultures were captured and examined, confirming the reality of cross-cultural response style bias.

Tianjun Sun, University of Illinois at Urbana-Champaign
Fritz Drasgow, University of Illinois at Urbana-Champaign

Submitter: Tianjun Sun, tsun5@illinois.edu

53-11 A Validated Cross-National Measure of High Performance Work Practices
This study provides empirical support for a 7-factor multi-item measure of high performance work practices using data from multiple managers working for companies in 18 different countries (N = 3,289). Reliability, generalizability, measurement equivalence, and validity were demonstrated. This measure will facilitate future research on HPWPs.

Richard A. Posthuma, University of Texas-El Paso

Submitter: Michael A. McDaniel, mamcdani@vcu.edu

53-12 Evaluating Online Data Quality: Response Speed and Response Consistency
The appropriateness of response speed and response consistency as data quality indicators for online samples were examined. Results indicate that fast and inconsistent respondents inflate expected positive correlations between survey items. Proposed indices were found to accurately detect these invalid respondents. Empirically informed cut points for data screens are proposed.

Graham H. Lowman, University of Alabama, Tuscaloosa
Dustin Wood, University of Alabama
Peter D. Harms, University of Alabama
Justin A. DeSimone, University of Alabama

Submitter: Graham H. Lowman, ghlowman@gmail.com

53-13 Influence of Insufficient Effort Responding on Measurement Quality
Growing research seeks to identify insufficient effort responding (IER) in self-report data, but little has focused on the utility of removing suspect cases. A questionnaire was administered across 3 conditions expected to produce varying levels of IER. Surprisingly, measurement invariances analyses showed no differences before or after cleaning the data.

Alexandra M. Dunn, UNC Charlotte
Eric D. Heggestad, University of North Carolina Charlotte

Submitter: Alexandra M. Dunn, adunn33@unc.edu

53-14 Questionable Research Practices Among Researchers in Top Management Programs
For researchers in 5 top management programs, authors compared dissertations to journal articles derived from their dissertations. Results were consistent with an inference that many hypotheses in published research result from questionable research practices and should not be judged trustworthy. Questionable research practices are rampant in management literatures.

Michael A. McDaniel, Virginia Commonwealth University
Sven Kepes, Virginia Commonwealth University
Nathan S. Hartman, Illinois State University
Sheila List, Virginia Commonwealth University

Submitter: Michael A. McDaniel, mamcdani@vcu.edu

53-15 Cross-Validated Temperament Scale Validities Computed Using Profile Similarity Metrics
Regression procedures and the following profile similarity metrics were used to develop temperament scale scores: respondent rating
53-16 Expatriate Managers’ Participative Leadership: Examining Antecedents and Outcomes
Based on multisource data from 7,062 expatriate managers as well as their subordinates, peers, and supervisors, it was found that expatriate managers’ humility is positively related to their participative leadership, which in turn is related to better work adjustment and higher managerial performance in their respective host countries.

Zhen Zhang, Arizona State University
Ji Young Kim, Arizona State University
Mo Wang, University of Florida
John W. Fleenor, Center for Creative Leadership
Submitter: Zhen Zhang, zhen.zhang@asu.edu

53-17 Nonresponse and Sample Weighting in Organizational Surveying
Poststratification weighting is a technique used in survey applications to minimize discrepancies between sample and population characteristics. Authors simulate nonresponse across constituent groups and document the conditions where weighting is most effective. Goal was to determine how the use of weights affects the quality of sample estimates.

Yang Yang, St. Cloud State University
John Kulas, St. Cloud State University
David Robinson, St. Cloud State University
Submitter: Yang Yang, yyang4@stcloudstate.edu

53-18 Understanding Ostracism From Attachment Perspective: Testing a Moderated Mediation Model
The perception of being ostracized in a foreign country is a great obstacle that may cause strain. A moderated mediation model is proposed where attachment anxiety was hypothesized as an antecedent of ostracism and as a moderator of the ostracism–strain links. Results supported the hypothesized model. Implications were discussed.

Ning Hou, Auburn University
Jinyan Fan, Auburn University
Melissa J. Stuhlmans, Auburn University
Cong Liu, Hofstra University
James A. Tan, St. Cloud State University
Jingyang Gu, Peking University
Submitter: Ning Hou, nhou@stcloudstate.edu

53-19 To Catch a Faker: Investigating the “Ideal Employee Factor”
Prior research has suggested that using confirmatory factor analysis and constructing an “ideal employee factor” may be a useful way of indexing faking on self-report personality inventories. This study examined the convergent validity of the so-called “ideal employee factor” with 2 other methods of indexing applicant faking on self-report inventories.

David C. Mihm, University of Central Florida
Submitter: David C. Mihm, DavidCMihm@gmail.com

53-20 Does Power Distance Influence Perceptions of Sexual Harassment at Work?
Authors investigated the effects of power distance priming on perceptions of sexual harassment in the workplace. Findings suggest that as compared to individuals primed with low power distance, those primed with high power distance perceived sexual harassment behaviors as less severe. Implications are discussed in context of future training programs.

Vipanchi Mishra, West Chester University
Monica A. Smullen, West Chester University
Garret Kilmer, West Chester University
Jessica Doll, Coastal Carolina University
Submitter: Vipanchi Mishra, mishra.vipanchi@gmail.com

53-21 Bibliometric Analysis of I-O Psychology Article Complexity and Citation Count
The relationship between I-O psychology journal article complexity and citation was examined. Findings indicate that more complex journal articles tend to be cited more heavily and that complexity has increased over the last 20 years. This complexity preference among academics is asserted to widen the science–practice gap in I-O psychology.

Jared Valdron, University of Waterloo
Frank Mu, University of Waterloo
Submitter: Jared Valdron, jared.valdron@gmail.com

53-22 Factor Structure of Implicit Person Theory Scale: A 34-Nation Examination
The structure and internal consistency of the domain-specific Implicit Person Theory scale (IPT; Levy, Stroessner, & Dweck, 1998) was examined using archival data collected from 6,234 adults in 34 nations. A unidimensional IPT construct did not hold across all countries. Many individuals were identified whose IPT configuration was not predicted previously.

Sibel Ozgen Novelli, Florida International University
Andrew J. Laginess, Florida International University
Submitter: Sibel Ozgen Novelli, sozgenno@fiu.edu

53-23 Instructed Response Items as an Index of Insufficient Effort Responding
Authors examined the effectiveness of instructed response items at capturing insufficient effort responding in self-report surveys. Findings indicate that the use of up to 3 of these items to identify and eliminate insufficient effort responding can potentially increase the accuracy of correlations in student samples but not in field samples.

Stephanie A. Andel, University of South Florida
Shari Pindel, University of South Florida
Maryana Arvan, University of South Florida
Derek M. Hutchinson, University of South Florida
Kelly A. Cave, Colorado State University
Paul E. Spector, University of South Florida
Submitter: Stephanie A. Andel, M.A., sandel@mail.usf.edu

53-24 Reference Feedback on Applicants: Do Narrative Comments Predict Behavior Ratings?
Qualitative feedback from an applicant’s references, in the form of text or narrative comments, is highly valued by those making employment decisions, yet its relationship to numeric feedback is unknown. Analyses on a large sample of applicants found relationships between some narrative themes and quantitative feedback provided by their references.

Cynthia A. Hedricks, SkillSurvey, Inc.
Chet Robbie, Wilfrid Laurier University
Disha D. Rupayana, SkillSurvey, Inc.
Leigh Puchalski, SkillSurvey, Inc.
Submitter: Cynthia A. Hedricks, chedricks@skillsurvey.com

53-25 Who Wrote That? Source Effects in Narrative Feedback From References
Research on source effects in multi-rater feedback has primarily focused on numeric ratings used for developmental purposes. This study further expands our understanding of source effects in multi-rater feedback by examining themes in the narrative text provided by references for a large sample of job applicants in the applied setting.

Disha D. Rupayana, SkillSurvey, Inc.
Cynthia A. Hedricks, SkillSurvey, Inc.
Chet Robbie, Wilfrid Laurier University
Leigh Puchalski, SkillSurvey, Inc.
Submitter: Disha D. Rupayana, drupayana@skillsurvey.com

53-26 Classroom Gamification: The Impact of Gamified Quizzes on Student Learning
Gamification is gaining attention across industries, leading to a call for research regarding contexts where gamification has a meaningful impact. This study provides empirical evidence for the classroom impact of gamification. Gamification was applied to an in-class quiz compar-
32nd Annual Conference

53-27 Measurement Equivalence Between Western Cultures: International Use of Fit Scales

Organizations operating internationally must attend to cultural differences between groups, which extend to the measurement of psychological constructs using validated scales. Authors tested the measurement equivalence of a fit scale across 2 Western cultures and found evidence of differences in the measurement of the fit between cultures. Benjamin Thomas, University of Nebraska Omaha

Wesley Scroggins, Missouri State University

Submitter: Benjamin Thomas, benjaminthomas@unomaha.edu

53-28 The Validation of the Leadership Character Insight Assessment

Researchers have identified leader character as a predictor of both individual and organizational performance. However, the lack of validated assessments of leader character has hindered empirical research. As such, the authors sought to validate a framework for studying leader character and develop a scale to assess its dimensions.

Julie J. Carswell, SIGMA Assessment Systems Inc.

Gerard Seijts, Ivey Business School

Mary Crossan, Ivey Business School

Erica Giammarco, University of Western Ontario

Erica L. Carleton, University of Saskatchewan

Brenda Nguyen, University of Calgary

Submitter: Julie J. Carswell, jcarswell@SigmaHR.com

53-29 Cultural Differences in Personality Profiles: Implications of Relationalism in Organizations

Cultural differences in personality profiles were explored by further differentiating countries within the well-established individualist–collectivist dichotomy to include a relationalism component, namely, the hierarchical nature of relationships, level of emotional expression, and interpersonal sensitivity. Discussion centers on implications of findings for organizational behavior such as leadership and interpersonal transactions.

Leah S Tece, University of Tulsa

Heather Hayes, Hogan Assessment Systems

Submitter: Heather Hayes, hhayes@hoganassessments.com

53-30 The Disruption of Corruption: Values, Leadership, and Reduced Cultural Agreement

The relationships between corruption, culture, and leadership preferences were investigated. Societal corruption is negatively associated with culture strength, and culture strength is negatively associated with variance in leadership preferences. Further, corruption indirectly influences variance in leadership preferences through culture strength. Implications are discussed.

Justin J. Aqwa, Wayne State University

Andrew J. Lutz, Wayne State University

Michelle W. Mullins, Wayne State University

Laura April Pineault, Wayne State University

Greg R. Thrasher, Wayne State University

Marcus W. Dickson, Wayne State University

Submitter: Justin J. Aqwa, az0967@wayne.edu

53-31 A Meta-Analysis of Personality–Expatriate Adjustment Relationships

Drawing on the 5-factor model (FFM) of personality, a meta-analysis of personality–expatriate adjustment relationships was carried out. The 5 factors accounted for 22% of the variance in adjustment. Relative weight analyses indicated that Emotional Stability generally accounted for the greatest proportion of predicted variance in adjustment outcomes.

Michael B. Harari, Florida Atlantic University

Andrew J. Laginess, Florida International University

David A. Beane, Florida International University

Chockalingam Viswesvaran, Florida International University

Submitter: Michael B. Harari, mharari@fau.edu

53-32 Comparison of Counterproductive Work Behavior Scores Across Single and Multiorganization Samples

Landers and Behrend (2015) argue that the quality of research samples should be considered in the context of the variables under investigation. Internal reliability (Cronbach alphas) and score distributions (means, standard deviations) produced by ratings of counterproductive work behavior across 225 studies using single- and multiorganization convenience samples were summarized.

Armando C. Falcon, Florida International University

Chockalingam Viswesvaran, Florida International University

Submitter: Armando C. Falcon, armando.falcon@me.com

55. Panel Discussion: 1:30PM-2:50PM N. Hemisphere A1

Diversity Initiatives Are Not so Black and White: Perspectives on Acquisition Strategies

This panel will focus on how industries impact the nature of talent acquisition, including attracting, selecting, and strategic workforce planning. Experts in the talent acquisition space from different industries will discuss the differences that exist, the magnitude of these differences, and similarities across industries in employee recruitment and selection.

Jenna C. Cox, IBM, Co-Chair

Amanda Klabzuba, IBM, Co-Chair

Mary Amundson, Land O Lakes, Panelist

Jennifer M. Dembowski, The Home Depot, Panelist

Nicole Ennen, Google, Panelist

Hailey A. Herelman, IBM, Panelist

Lisa Malley, DDI, Panelist

Submitter: Jenna C. Cox, jennachristina14@gmail.com

56. Alternative Session Type with presenters:

1:30PM-2:50PM N. Hemisphere A2

New Directions: Enhancing Diversity and Inclusion Research and Practice

How can organizations sustain engagement and involvement in diversity and inclusion work in the future and avoid so-called “diversity fatigue”? Five eminent scholars and practitioners discuss how to add to the current mix of approaches so as to have meaningful and lasting impact, grounded in evidence, theory, and best practices.

Aarti Shyamsunder, Pymetrics Consulting, Co-Chair

Gabriela I. Burlacu, SAP SuccessFactors, Co-Chair

Alice H. Eagly, Northwestern University, Presenter

Bernardo M. Ferdman, Alliant International University, Presenter

Julie S. Nugent, Catalyst, Presenter

Lisa Kepinski, Inclusion Institute, Presenter

Submitter: Gabriela I. Burlacu, gabriela.burlacu@sap.com

57. Symposium/Forum: 1:30PM-2:50PM N. Hemisphere A3

New Directions in Research on the Dynamics of Workplace Emotions

Research on employees’ management of emotions has spanned nearly 30 years. The objective of this session is to offer new methodological and theoretical directions to highlight areas of inquiry focusing on the change (rather than static) processes implicated in the dynamic unfolding of emotional processes at work.
James M. Diefendorf, University of Akron, Co-Chair
Helena Nguyen, University of Sydney, Co-Chair
Anya M. Johnson, University of Sydney, Helena Nguyen, University of Sydney, Markus Groth, UNSW Australia, Amiral Minbashian, UNSW Australia, Effects of Self-Efficacy for Emotion Regulation Strategies and Their Use Over Time Sophie A. Kay, Georgia Institute of Technology, Kelsey L. Merlo, Georgia Institute of Technology, Howard M. Weiss, Georgia Institute of Technology, Day-Level Effects Affect Spin and Emotion Regulation on Fatigue Helena Nguyen, University of Sydney, Anya M. Johnson, University of Sydney, Markus Groth, UNSW Australia, Multilevel Effects of Emotional Suppression on Resources and Social Support Seeking Behavior Kelsey L. Merlo, Georgia Institute of Technology, Howard M. Weiss, Georgia Institute of Technology, Competing Attentional Pull: On-Task Pull of Task Characteristics and Off-Task Pull of Emotions Traci Sitzmann, University of Colorado Denver, Linda Treviño, Pennsylvania State University, Daniel J. Beal, Virginia Tech, Are Self-Report and Facial Expressions of Emotion Related?
Submitter: Helena Nguyen, helena.nguyen@sydney.edu.au

58. Special Events: 1:30PM-2:50PM N. Hemisphere A4
Featured Session: Building a Pipeline and Sustaining Success as an I-O Scientist
A fast start and continued adaptability are key ingredients for scientific excellence as an I-O psychologist. Recent winners of the Distinguished Early Career Science Award and Distinguished Scientific Contributions Award share tips and strategies for building a fast-rising career and sustaining a pipeline of excellence as an I-O scientist.
Frank L. Schmidt, University of Iowa, Host
Gary P. Latham, University of Toronto, Host
In-Sue Oh, Temple University, Presenter
Eduardo Salas, Rice University, Presenter
Benjamin Biermeier-Hanson, Radford University, Presenter:
Submitter: Benjamin Biermeier-Hanson, biermeierhanson@gmail.com

59. Master Tutorial: 1:30PM-2:50PM N. Hemisphere E1
Modern Methods for I-O Psychologists: An Interactive Tutorial in R
Advances in statistics and I-O psychology have led to a variety of new techniques for designing hiring systems (e.g., dominance analysis, las-so, Pareto optimality). This tutorial will discuss several of these methods and show how they can be coded in R. All R materials will be made available at goo.gl/gousL7
Jeff A. Jones, Korn Ferry, Presenter
Allen P. Goebel, University of Minnesota, Presenter
Sarah G. Semmel, Twitter, Presenter
Submitter: Jeff A. Jones, jeff.jones@kornferry.com

60. Alternative Session Type with presenters: 1:30PM-2:50PM N. Hemisphere E2
Symposium + Panel Session Combo: Will Technology Make Assessment Obsolete?
How will assessment evolve in the next decade? Industry experts will explore how trends such as big data, artificial intelligence, virtual and augmented reality, social media, and the Internet of Things will force assessment to change. The session will offer guidance to those working to push forward.
Eric J. Sydell, Shaker, Presenter
Anthony S. Boyce, Aon Hewitt, Presenter
Ken Laht, Psychobabble, Presenter
Richard N. Landers, Old Dominion University, Presenter
Jensen T. Mecca, Shaker Consulting Group, Presenter
Ryan A. Ross, Hogan Assessment Systems, Presenter
Submitter: Eric J. Sydell, eric.sydell@shakercg.com

61. Symposium/Forum: 1:30PM-2:50PM N. Hemisphere E3
How and When Workplace Ostracism Undermines Employees
This symposium presents a fresh perspective on the current ostracism research by bringing together 4 papers that examine the negative effect of workplace ostracism, the attributions of ostracism, and the moderators of the ostracism–outcome relationships. These studies utilize multiple designs (i.e., field survey, time-lagged design, and experiment) to investigate ostracism.
Cong Liu, Hofstra University, Chair
Eric D. Wesselsmann, Illinois State University, Investigating Diverse Types of Social Exclusion in Daily Life
Cong Liu, Hofstra University, Myia S. Williams, Hofstra University, Perceived Intent to Harm Moderates the Workforce Ostracism–Attribution Relationship
Scott T. Gebhardt, Mercer | Sirota, Cong Liu, Hofstra University, Workplace Ostracism and Depression: The Moderating Effect of Harmony Value
Samantha C. January, Texas A&M University, Kelly Dray, Texas A&M University, Kathi N. Miner, Texas A&M University, Adrienne R. Carter-Soowell, Texas A&M University, Are Ostracism and Incivility Barriers to Women’s Well-Being in STEM?
Kipling Williams, Purdue University, Discussant
Submitter: Cong Liu, cong.liu@hofstra.edu

62. Panel Discussion: 1:30PM-2:50PM N. Hemisphere E4
Rolling Out the Welcome Mat: Applying Academic Process to Real World Onboarding
Extensive research demonstrates the importance of effective employee onboarding. Despite this evidence, however, many organizations do not have an effective onboarding process. The purpose of the proposed panel is to address this need by discussing and sharing onboarding best practices and actionable solutions for common challenges.
Lane E. Sedor, University of Georgia, Co-Chair
Charlotte L. Powers, Johnson & Johnson, Co-Chair
Talya N. Bauer, Portland State University, Panelist
Megan L. Huth, Google, Panelist
Benjamin H. Slade, NASA, Panelist
Michael Watkins, Genesis Advisors’ IMD Business School, Panelist
Submitter: Lane E. Sedor, lsedor@gmail.com

63. Special Events: 1:30PM-2:50PM S. Hemisphere I
Theme Track: As the Pendulum Swings: Debating What’s Really New in I-O
This debate on the future of I-O psychology will contrast perspectives on topics that have tended to “swing” in direction over the history of the field. Are these fads or natural evolution? How can I-O psychologists balance “trends” with science? What can stop the pendulum from swinging in the future?
Samantha A. Taylor, Amgen, Inc., Chair
Lynda Zugec, The Workforce Consultants, Co-Chair
Dennis Doverspike, The University of Akron, Presenter
Alan L. Colquitt, Eli Lilly & Company, Presenter
Seymour Adler, Aon Hewitt, Presenter
Aman Alexander, CEB Sunstone Analytics, Presenter
Dan J. Putka, HumRRO, Presenter
Edden B. King, George Mason University, Presenter
Jennifer J. Deal, Center for Creative Leadership, Presenter
Submitter: Tracy Kantrowitz, tracy.kantrowitz@cebglobal.com

64. Symposium/Forum: 1:30PM-2:50PM S. Hemisphere II
Exploring Applicants’ Behaviors and Attitudes in Employment Interviews
This symposium presents 5 studies designed to enhance our understanding of the employment interview. Some of the questions investigated include how perceptions of the interview impact attraction to the organization, how applicants feel about faking, how to go about detecting interview faking, and factors that bias interviewers’ perceptions.
Joshua S. Bourdage, University of Calgary, Co-Chair
Nicolas Roulin, University of Manitoba, Co-Chair
Annika Wilhelmy, University of Zurich, Martin Kleinmann, University of Zurich, Klaus G. Melchers, Universität Ulm, What Role Do Applicants’ Expectations of Fairness Play in Interviews?
Markus Langer, Saarland University, Cornelius J. König, Saarland University, Andromachi Filili, Saarland University, Information: A Double-edged Sword for Technologically Advanced Job Interviews
Daniel Dürr, Giessen University, Ute-Christine Klehe, Justus Liebig Universität Giessen, Feeling like a Fraud! Adverse Effects of Faking in Interviews
Submitter: Cong Liu, cong.liu@hofstra.edu
65. Symposium/Forum: 1:30PM-2:50PM  S. Hemisphere III
Warnings Against Faking on Personality Tests: Emerging Approaches and Findings
Faking has been a major concern of personality measures when being used as a personnel selection tool. The use of warning has consistently been demonstrated as an effective faking-reduction strategy. This symposium presents 4 empirical studies that highlight emerging approaches and preliminary findings in this area.

Jinyan Fan, Auburn University, Chair
Lu Zheng, Auburn University, Co-Chair
Lu Zheng, Auburn University, Jinyan Fan, Auburn University, Guoxiang Zhao, Henan University, Minghui Wang, Henan University, Yongxin Li, Henan University, Testing the Effectiveness of Several Warning Messages in Reducing Faking
Peter A. Fisher, Wilfrid Laurier University, Chet Robie, Wilfrid Laurier University, Neil Christiansen, Central Michigan University, Shawn Komar, Wilfrid Laurier University, The Dark Side and Warning Against Personality Assessment Faking
Junjie Su, University of Maryland College Park, Paul J. Hanges, University of Maryland, Warning Against Faking: Boon or Bane?
Mark A. Roebke, Wright State University, Caitlin E. Blackmore, Wright State University, Gary N. Burns, Wright State University, Abraham Haskins, Wright State University, Megan B. Morris, Ball Aerospace/ Wright State University, Montana R. Woolley, Wright State University, Who’s Afraid of Warnings? Personality and Attitude Correlates of Change
Victoria L. Pace, University of Central Florida, Discussant
Submitter: Lu Zheng, lzz0025@auburn.edu

66. Roundtable Discussion/Conversation Hour:
1:30PM-2:50PM  S. Hemisphere IV
Let’s Talk About Rigorous Research and Academic Evaluation
There currently are 2 very active debates in academia concerning (un)ethical scientific conduct and (re)balancing academic rigor and relevance. One problematic aspect is academic assessment for hiring, tenure, and promotion. Attendants will discuss the need for multiple quantitative and qualitative assessment criteria and share examples of innovative approaches to academic assessment.

M. Gloria Gonzalez-Morales, University of Guelph, Host
John Antonakis, University of Lausanne, Host
Jose M. Cortina, George Mason University, Host
Submitter: M. Gloria Gonzalez-Morales, gonzalez.morales@uoguelph.ca

67. Alternative Session Type with presenters:
1:30PM-2:50PM  S. Hemisphere V
Creating the Ideal Employee Experience: Personalizing Versus Standardizing People Practices
Big data and technology have revolutionized how businesses can personalize their engagement with consumers, but internally the connection between employer and employee has been more standardized. This session will focus on recent trends in consumer personalization and the implications of personalizing versus standardizing people practices, including selection, engagement, and performance.

Rebecca Masson, Korn Ferry, Presenter
Leslie A. Bethencourt, ESPN, Presenter
Juran Hulin, Merck, Presenter
Sharon Franz Morford, PI Consulting Group, Inc., Presenter
Jolene L. Skinner, Impact Nashville, Presenter
Hazen Wittemeyer, Ultimate Medical Academy, Presenter
Submitter: Rebecca Masson, rebecca.masson@kornferry.com

68. Symposium/Forum: 3:30PM-4:50PM  Asia 1
Beyond Unobtrusive Methodologies: The Intrusive Component of “Big Data” Research
Unobtrusive measurement methods have developed in the last decade to permit researchers to better accommodate field-research settings and reduce the potential impact of researcher presence. This symposium highlights different data types and analytic methods that may be employed, as well as practical and ethical issues that may arise.
Samantha K. Baard-Perry, Aptima, Inc., Co-Chair
Gerald F. Goodwin, U.S. Army Research Institute, Co-Chair
Jeffrey Olenick, Michigan State University, Aurora J. Dixon, Michigan State University, Christopher Dishop, Michigan State University, Steve W. J. Kozlowski, Michigan State University, Chu-Hsiang Chang, Michigan State University, Applying Linguistic Analysis to Isolated, and Confined, Extreme Environmental Teams
Gerald F. Goodwin, U.S. Army Research Institute, Quantifying Behavior With Sensors: Issues, Ethics, and Guidelines for Practice
Submitter: Samantha K. Baard-Perry, samanthakbperry@gmail.com

69. Debate: 3:30PM-4:50PM  Asia 2
Evolution or Devolution of 360° Feedback: Let’s Debate It!
Authors of the recent IOP article, “The Evolution and Devolution of 360° Feedback,” will debate 4 commentaries regarding (a) accountability for development, (b) use of qualitative data, (c) the value of self-ratings, and (d) new methods for comparing groups. The audience will vote on their preferred approach to each point.
David W. Bracken, Keiser University, Co-Chair
Dale S. Rose, 3D Group, Co-Chair
John C. Scott, APTMetrics, Inc., Moderator
Phillip W. Braddy, Center for Creative Leadership, Presenter
Adam H. Kabins, Korn Ferry, Presenter
Scott N. Taylor, Babson College, Presenter
Chockalingam Viswesvaran, Florida International University, Presenter
Submitter: David W. Bracken, dbbracken@keiseruniversity.edu

70. Community of Interest: 3:30PM-4:20PM  Asia 3
Fostering Collaboration Between Data/Computer Scientists and I-Os
Collaborations between psychologists and computer scientists have already shaped how to assess, develop, engage, and manage employees. Advances in machine/deep learning herald changes to the nature of work itself. In this session, participants hope to facilitate a discussion of the opportunities for multidisciplinary partnerships that integrate and advance both fields.
Pat M. Caputo, Facebook, Host
Michal Kosinski, Stanford University, Host
Dev K. Dalal, University at Albany, SUNY, Coordinator
Submitter: Dev K. Dalal, dev.dalal@gmail.com

71. Panel Discussion: 3:30PM-4:50PM  Asia 4
Developing Employability With Master’s and Undergraduate Internships
Individuals who are rewarding to work with, able, and willing tend to have higher employability. Internships that enhance employability involve appropriate host sites, experiences, and expectations for faculty, hosts, and interns; as well as intern with requisite competencies. Panelists will share expertise in establishing and supervising effective internship placements for enhancing employability.
Nancy J. Stone, Missouri University of Science & Technology, Chair
Elizabeth L. Shoenfelt, Western Kentucky University, Panelist
Valerie J. Morganson, University of West Florida, Panelist
Richard G. Moffett, III, Middle Tennessee State University, Panelist
Judith L. Van Hein, Middle Tennessee State University, Panelist
Submitter: Nancy J. Stone, nstone@mst.edu
73-6 Work-to-Family Conflict and Culture: A Meta-Analysis
This meta-analysis was conducted to investigate the moderating effect of culture on relationships between work-to-family conflict (WFC) and outcomes. The Anglo and Confucian GLOBE cultural clusters were examined. A negative relationship between WFC and job satisfaction was significantly moderated by culture. Implications are discussed.
Andrew J. Lutz, Wayne State University
Zachary L. Fragos, Wayne State University
Reed J. Bramble, Wayne State University
Lotfi S. Kerzabi, Wayne State University
Submitter: Andrew J. Lutz, lv6542@wayne.edu

73-7 The Signals We Send: High Potential Status and Organizational Commitment
The study applies signal theory to explain the effects of high potential status. A multilevel test (k = 208, n = 6,414) found that leaders with high potential status had greater organization commitment. A cross-level interaction effect demonstrated that the relationship between high potential status and organizational commitment was stronger in low performing organizations.
Thomas S. Skiba, DDI
Joshua Bush, ICCM
Submitter: Thomas S. Skiba, tomsskiba@gmail.com

73-8 High Performance Work Practices, National Culture, and Firm Performance
This study examines the ways in which high performance work practices (HPWPs) influence the relationships between multiple dimensions of national culture and the performance of multinational enterprises (MNEs). The relationships between humane orientation, future orientation, and power distance, and MNE performance is moderated by pay for individual and teamwork.
Richard A. Posthuma, University of Texas-El Paso
Emily D. Campion, University at Buffalo SUNY
Michael A. Campion, Purdue University
Rena L. Rasch, Medtronic
Submitter: Richard A. Posthuma, rposthuma@utep.edu

73-9 Targeting the Perceptual Hierarchy: Appropriate Feedback for Experts Versus Novices
Building on inconsistencies of performance feedback, and differences in the application of automatic versus controlled social cognition, expertise was examined as a moderator of the feedback–performance relationship. A significant interaction was found indicating that self and task feedback were differentially beneficial depending on level of expertise.
Blakely L. Smith, California State University, San Bernardino
Mark D. Agars, California State University, San Bernardino
Eric J. Cazares, San Francisco Public Utilities Commission
Joseph R. Rodriguez, California State University, San Bernardino
Heather Carrasco, California State University, San Bernardino
Adam Rife, California State University, San Bernardino
Submitter: Mark D. Agars, magars@csusb.edu

73-10 Parental Occupation Effects: Academic Outcomes for Children of Emergency Responders
This study examined the relationship between academic outcomes for students with emergency responder parents. A multilevel model was conducted to examine impact of work-related stress upon student’s academic outcomes. The Anglo and Confucian GLOBE cultural clusters were examined. A negative relationship between WFC and job satisfaction was significantly moderated by culture. Implications are discussed.
April D. Schantz, Florida International University
Mido Chang, Florida International University
Submitter: April D. Schantz, aschantz@fiu.edu

73-11 Crossover Effect of Leader’s Work–Family Conflict on Employee’s Citizenship Behavior
This research fills the gap in organizational behavior research suggesting the negative effect of leader’s work–family conflict on subordinates’ organizational citizenship behavior. Authors hypothesize that supervisor’s undermining behavior mediates the relationship. Leader’s work–
73-12 Examining Time as the Missing Link Between Income and Affective Well-Being

Does money buy happiness? This line of inquiry is revisited with an additional variable: time. Further, positive and negative affective well-being are considered as distinct pathways. Longitudinal studies in 2 geographical locations show that income determines protection against negative experiences but indirectly predicts positive experiences via time perceptions.

Juanita Forrester, Georgia State University
Nikos Dimotakis, Georgia State University
Submitter: Juanita Forrester, forrester5@gsu.edu

73-13 Work Environment and Work-to-Family Conflict: Mediating Role of Work Investment

This research examined the relationships among work environment (i.e., workload and development opportunities), work investment (i.e., work engagement and workaholism), and work-to-family conflict (WFC) over time. Through a longitudinal design with 3 measurement times, it was found that work engagement and workaholism played mediating roles between work environment and WFC.

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


Authors present how one’s tendency for maximizing decision making is related to work–life balance effectiveness and satisfaction. Data from a large and diverse sample of workers supported the hypotheses that decision-making style does influence how work–life balance is perceived. An interpretation and overall importance are discussed.

Anna Jane Lorys, Auburn University
Ana M. Franco-Watkins, Auburn University
Jesse S. Michel, Auburn University
Submitter: Anna Jane Lorys, ajl0032@auburn.edu

73-15 Work–Life Balance Support Mediates Telecommuting’s Relationship With Commitment

Mediating roles of job autonomy and work–life balance (WLB) support perceptions on telecommuting’s relationships with performance, affective commitment, and intent to stay were tested. WLB support and not autonomy mediated links with commitment-related outcomes. Where telecommuting is interpreted as a sign of WLB support, performance may be unaffected.

Casey Onder, O. E. Strategies
Alyssa M. Gibbons, Colorado State University
Kurt Kraiger, Colorado State University
A. Silke McCance, Procter & Gamble
Michael C. Tocci, Procter & Gamble
Submitter: Casey Onder, casey.c.onder@gmail.com

73-16 Employment Quality and Work-Related Needs: Role of Labor Market Intermediaries

Individuals’ perceptions of employment quality, work-related needs fulfillment, work ability, job crafting, and adaptive performance were compared. Data were collected among Belgian project-based workers supported by labor market intermediaries offering opposite ways to secure nonstandard professional paths (i.e., “quasi employee” or “quasi self-employed”).

Fabrice Travaglianti, University of Liege
François Pichault, University of Liege
Nadège Lorquet, University of Liege
Audrey Babic, University of Liege
Submitter: Jung Hyun Lee, julelee0829@gmail.com

73-17 Child Free in the Workplace: A Content Analysis

Posts on /r/childfree, an Internet forum for child-free individuals, were inductively content analyzed in order to identify overarching themes in the workplace experiences of child-free employees, individuals who have actively forgone parenthood in perpetuity. Five distinct themes emerged and are discussed for their implications for both research and practice.

Andrew J. Lutz, Wayne State University
Daniel R. Krenn, Mobile County Personnel Board
Boris B. Baltes, Wayne State University
Submitter: Andrew J. Lutz, fw5542@wayne.edu

73-18 Faculty Time Allocation: A Latent Profile Approach

Faculty time allocation is investigated using latent profile analysis. Four profiles emerge that reflect research, teaching, service, and long hours patterns. Profiles differ in well-being. The teaching profile is associated with more work–family balance, but lower vitality and overall health, relative to the service and long hours profiles.

Kimberly A. French, University of South Florida
Victor S. Mancini, University of South Florida
Tammy D. Allen, University of South Florida
Michelle Hughes Miller, University of South Florida
Grisselle Centeno, University of South Florida
Eun Sook Kim, University of South Florida
Submitter: Kimberly A. French, KFrench0429@gmail.com

73-19 Work–Family Conflict and Job Performance: More Data and More Predictors

This comprehensive review investigated the relationship between work–family conflict and job performance ($k = 54; N = 58,713$), with 3 moderators: source of performance ratings, gender, and nature of WFC. The effect of WFC was approximately equal for men and women. There was a main effect for nature of WFC.

Deborah L. Whetzel, Human Resources Research Organization (HumRRO)
Michael A. McDaniel, Virginia Commonwealth University
Submitter: Deborah L. Whetzel, dwhetzel@humro.org

73-20 The Relationship Between Decision Making and the Work–Life Interface

Regression and correlation results from 2 samples found that maximizing decision-making behavior is related to work–life conflict, and satisficing decision-making behavior is related to work–life enrichment. Results were consistent across 2 different sources (snowball sampling and Amazon’s Mechanical Turk), and interpretation and importance of these results are discussed.

Paige E. Hartman, Auburn University
Ana M. Franco-Watkins, Auburn University
Jesse S. Michel, Auburn University
Submitter: Paige E. Hartman, paighartman@auburn.edu

73-21 In Good Company? Development of the Family-Supportive Coworker Perceptions Scale

This paper describes the development and validation of the Family-Supportive Coworker Perceptions scale, which measures coworker support around work and family. Results support a 2-dimensional scale consisting of emotional and instrumental support dimensions. Evidence of the scale’s reliability and validity is provided and implications are discussed.

Leanne M. Tortez, Hofstra University
Maura J. Mills, University of Alabama
Submitter: Leanne M. Tortez, M.S., ltortez@gmail.com

73-22 Trait Mindfulness and Work–School Outcomes: The Mediating Effects of Segmentation

This model of the relationships between trait mindfulness, segmentation, work–school conflict, and work–school enrichment was tested using path analysis. The model resulted in excellent fit. Trait mindfulness impacted school to work conflict and enrichment through segmentation of the work role. Results suggest that mindfulness-based segmentation may relate to higher enrichment.
73-23 Boundary Management Among Parents of Children With ASD
Parents raising children with autism spectrum disorder (ASD) face extreme caregiver demands, particularly interdomain transitions, which make managing the work–family interface difficult. This study found partial support for the potential mitigating effects of supervisor support and segmentation preferences on the relationship between interdomain transitions and work–family conflict and parenting stress.
Alyssa A. Pettry, California State University, San Bernardino
Mark D. Agars, California State University, San Bernardino
Nicholas J. Rockwood, California State University, San Bernardino
Bianka Ceballos, California State University, San Bernardino
Julian Kirkhm, California State University, San Bernardino
Submitter: Mark D. Agars, magars@csusb.edu

73-24 A Classification Structure of Organizational Outcomes Using Big Data
There is a huge opportunity to study big data and its implications for organizations. This paper proposes a 6-cell classification of HR-related organizational outcomes along 2 types of big data. Using sample hypotheses, a parsimonious framework for describing and understanding the usefulness of big data for organizational outcomes is provided.
Jestine Philip, University of North Texas
Submitter: Jestine Philip, jestine.philip@unt.edu

73-25 Episodic Work–Family–School Conflict and Measures of Cardiovascular Health
This study examines role conflict between work, school, and family and observes the corresponding cardiovascular responses to this conflict. Also examined are work, family, and school social support as moderators of this relationship. A significant interaction was found between coworker support and work–family–school conflict when predicting blood pressure.
Christina N. Barnett, University of South Florida
Pamela L. P. Smith, University of South Florida
Dylan K. Reeves, University of South Florida
Kimberly A. French, University of South Florida
Tammy D. Allen, University of South Florida
Submitter: Christina N. Barnett, cbbarnett1@mail.usf.edu

73-26 Work–Family Conflict Crossover: A Meta-Analysis
This meta-analytical study examines the crossover effects from one spouse’s work–family conflict to the other spouse. Results indicate that one partner’s work–family conflict influenced the other partner’s work–family conflict, psychological distress, and family satisfaction. Social interactions mediated the crossover relationships. Gender and gender egalitarianism did not moderate the crossover effects.
Ping Shao, California State University, Sacramento
Andrew Li, West Texas A&M University
Adam B. Butler, University of Northern Iowa
Submitter: Ping Shao, pshao@csusb.edu

73-27 Not All Work–Family Conflicts Are Created Equal: An Episodic Analysis
Little is known about what actually occurs when people experience work–family conflict (WFC). Using a qualitative daily diary methodology, authors collected data on participants’ discrete WFC episodes. Authors coded these episodes to identify consistent themes and examined demographic differences in the frequency of those themes.
Ethan Rothstein, The Graduate Center & Baruch College, CUNY
Kristen M. Shockley, University of Georgia
Elizabeth M. Boyd, Kennesaw State University
Zhenyu Yuan, University of Iowa
Submitter: Kristen M. Shockley, kshock@uga.edu

73-28 Interaction of Organizational Support and Core Self-Evaluations on Work–Family Conflict
This study examined the interaction between organizational support (family-supportive organizational perceptions and supervisor support) and personality (core self-evaluations) on work–family conflict. Findings indicate a significant interaction between organizational support and core self-evaluations among men, such that core self-evaluations magnified the effects of family-supportive organizational perceptions on work–family conflict.
Bridge K. O’Mera, Indiana University–Purdue University Indianapolis
Margaret S. Stockdale, Indiana University–Purdue University Indianapolis
Submitter: Bridge K. O’Mera, bomera@iupui.edu

73-29 Naturally Nested Employees: A Multilevel Analysis of Workplace Family Support
This research unites group dynamics and social support theories to help further our understanding of work–life balance. Authors utilize multilevel modeling to examine how perceptions of family support at the work unit-level influence emotional engagement and embeddedness when employees can better manage work and personal demands.
Lisa W. Sublett, University of Houston-Clear Lake
Lisa M. Penney, University of South Florida Sarasota-Manatee
Lars U. Johnson, University of Houston
Sophie Romay, University of Houston
Amanda L. Palmer, DDI
Cody J. Bok, University of Houston
L. A. Witt, University of Houston
Submitter: L. A. Witt, witt@uh.edu

73-30 Adoption of HRM Practices: A Study of Managerial Decision Making
Semistructured interviews with 40 HR managers revealed a 5-stage process of adoption consisting of problem identification, information search, issue selling, resource acquisition, and execution. At each stage the organizational context influences the decisions and actions of HR managers, yet there still is a great deal of commonality across organizations.
Thomas A. Stetz, Hawaii Pacific University
Mahesh V. Subramony, Northern Illinois University
Jesse M. Segers, University of Antwerp
Jeffery Dell, University of Wisconsin Oshkosh
Submitter: Thomas A. Stetz, tastetz@yahoo.com

73-31 Impact of Work Context and Personality on Boundary Management Styles
Authors examined the relationship between personality and work context on boundary management factors, including cross-role interruption behaviors, identity centrality, and perceived boundary control. Findings suggest that both personality traits and work context variables, such as high responsibility and high duration work weeks, impact boundary management style.
Taylor K. Lauricella, Michigan State University
Ann Marie Ryan, Michigan State University
Fabian Elizondo, Birkman International, Inc.
Patrick L. Wadlington, IBM
Submitter: Taylor K. Lauricella, laurice5@msu.edu

73-32 Work–Family Conflict in Same-Sex Couples
This study looks to advance the knowledge of work experiences of same-sex couples. Differences were examined in perceived work–family conflict between 91 gay and lesbian couples. Results from the APIM analyses indicated that the positive relationship between job and family demands and work–family conflict is weaker for egalitarian same-sex couples. Lauren R. Locklear, University of Georgia
Rachel L. Williamson, University of Georgia
Malissa A. Clark, University of Georgia
Submitter: Lauren R. Locklear, laurentx@uga.edu

74. Symposium/Forum: 3:30PM-4:50PM Australia 3
Mental Illness at Work: Individual Experiences and Organizational Supports
The prevalence of mental illness in the workforce warrants increased research attention on this understudied population. This symposium presents both qualitative and quantitative research that explores how individuals with mental illness manage their condition, as well as what organizations can do to promote inclusion for individuals with mental illness.
75. Symposium/Forum: 3:30PM-4:50PM N. Hemisphere A1 Novel Workplace Diversity Interventions: Field Experiments With Promising Results

Four field experiments examine the effectiveness of newly developed workplace diversity interventions. These interventions utilize various delivery methods and approaches designed to promote positive diversity-related outcomes while minimizing potential negative reactions. Results were promising regarding the ability of these novel strategies to significantly improve diversity management within organizations.

Isaac E. Sabat, George Mason University, Co-Chair
Alex P. Lindsey, Indiana University-Purdue University Indianapolis, Co-Chair
Eva S. Pietri, Indiana University-Purdue University Indianapolis, Corinne A. Moss-Racusin, Skidmore College, Erin Hennes, Purdue University, John Dovidio, Yale University, Victoria Brascoll, Yale University, Jo Handelsman, Yale University, A Multiple Component Intervention to Address Gender Bias in STEM
Mindy E. Bergman, Texas A&M University, Jessica M. Walker, Texas A&M University, Vanessa A. Jean, Texas A&M University, Katarina Nguyen, Texas A&M University, Can Implicit Biases be Checked at the Search Committee Door? Jose H. David, Merck, Carolyn Hill-Fotouhi, Merck, Women’s Sponsorship as a Differentiator in Female Development and Representation
Alex P. Lindsey, Indiana University-Purdue University Indianapolis, Eden B. King, George Mason University, Explaining for Whom, How, and Why Diversity Interventions Work

Submitter: Isaac E. Sabat, isaacsabat@gmail.com

76. Panel Discussion: 3:30PM-4:50PM N. Hemisphere A2 Messy Validation III: Demystifying Validation Statistics Through Storytelling and Dataviz

Validity studies are executed in less-than-ideal circumstances, posing challenges to I-O professionals tasked with demonstrating the value of selection and assessment tools. This panel will discuss strategies for communicating statistical results to a nonstatistical audience, reflecting on their individual past experiences, and showcasing some of their best stories and visualizations.

Brett M. Wells, Talent Plus, Inc., Chair
Kristina R. Barr, CEB, Co-Chair
Anthony S. Boyce, Aon Hewitt, Panelist
Christopher J. L. Cunningham, University of Tennessee at Chattanooga/Logi-Serve, Panelist
Dara Drescher, CEB, Panelist
David B. Schmidt, DD1, Panelist

Submitter: Brett M. Wells, bwell@talentplus.com

77. Alternative Session Type with presenters: 3:30PM-4:50PM N. Hemisphere A3 One Type to Rule Them All? Debating Predictors in Selection

In this presidential-style debate format, 4 panelists, each representing a common selection method including cognitive ability, personality, situational judgment, and simulation, will respond to judge panelists’ questions on how they can help organizations in 2 fictitious business scenarios. Fun and engaging conversation is assured to invigorate the audience.

Mei-Chuan Kung, Select International, Inc., Presenter
Maria Aroleda, Google, Presenter
Matthew I. Brown, Wonderlic, Presenter

Richard L. Griffith, Florida Institute of Technology, Presenter
Stephen Nichols, Hogan Assessment Systems, Presenter
Matthew S. O’Connell, Select International, Inc., Presenter
Holly S. Payne, CEB, Presenter

Submitter: Mei-Chuan Kung, mkung@selectintl.com


With the rise of technology and changing job demands, creating a positive candidate experience is becoming increasingly important to secure top talent. This panel includes representatives from a variety of organizations who will discuss new innovations and best-practice approaches to drive positive candidate experience.

Brittany J. Marcus-Blank, University of Minnesota, Co-Chair
Sarah A. Brock, Johnson & Johnson, Co-Chair
Pamela Congemi, Medtronic, Panelist
Jim Matchen, Target Corporation, Panelist
Marina Pearce, Ford Motor Company, Panelist
Amy Powell Yost, Capital One, Panelist

Submitter: Brittany J. Marcus-Blank, marcu093@umn.edu

79. Panel Discussion: 3:30PM-4:50PM N. Hemisphere E1 Bridging the Science–Practice Gap in Work–Life Topics

This session will engage distinguished academics and influential practitioners in a discussion about the science–practice gap in regard to work–life topics. The panel will answer questions surrounding the relevance of current trends in work–life research, how organizations address work–life issues, and ways to bridge the gap.

Sara J. McKieser, Bowling Green State University, Co-Chair
Rachel T. Hill, Bright Horizons Family Solutions, Co-Chair
Leslie B. Hamer, Oregon Health & Science University, Panelist
Laurent M. Lapierre, University of Ottawa, Panelist
Russell A. Matthews, Bowling Green State University, Panelist
Charlotte L. Powers, Johnson & Johnson, Panelist
Cathleen A. Swody, Thrive Leadership, Panelist
Michael D. Tuller, PepsiCo, Panelist
Sara P. Weiner, Glint, Panelist

Submitter: Sara J. McKieser, saramckieser@gmail.com

80. Symposium/Forum: 3:30PM-4:50PM N. Hemisphere E2 Current Directions in Modeling Within-Person Dynamics in Self-Regulation Research

Successfully managing one’s own time and effort (i.e., self-regulation) is critical for employees in modern organizations. The studies presented here use dynamic, within-person approaches to theory and research to address a number of important self-regulatory questions and demonstrate their implications for affect, behavior, effort allocation, skill development, and goal choice.

Dustin K. Jundt, Saint Louis University, Chair
James W. Beck, University of Waterloo, Co-Chair
James W. Beck, University of Waterloo, Abigail A. Scholer, University of Waterloo, Jeffrey W. Hughes, University of Waterloo, Effects of Distance and Velocity Disturbances on Emotions and Self-Regulation
Dustin K. Jundt, Saint Louis University, Cort W. Rudolph, Saint Louis University, Expected Goal Progress Effects on Affect During Goal Pursuit
Aaron M. Schmidt, University of Minnesota, Laura N. Johnson, University of Minnesota, Lalitha Urs, University of Minnesota, Amanda Kreun, University of Minnesota, Win T. Matsuda, University of Minnesota, Tetsumiyo Yamada, University of Minnesota, The Impact of Cognitive Ability on Learning/Performance Velocity and Tradeoffs
Dustin K. Jundt, Saint Louis University, Cort W. Rudolph, Saint Louis University, Expected Goal Progress Effects on Affect During Goal Pursuit

Submitter: Dustin K. Jundt, djundt@slu.edu

81. Panel Discussion: 3:30PM-4:50PM N. Hemisphere E3 Mitigating the Impact of Implicit Bias in High-Stakes Settings

Police shootings of unarmed African Americans, a proposed ban on Muslim immigration, significant underrepresentation of women in STEM
From Grad Student to Professional: Things I Wish I Knew 2.0
Following last year’s popular session, 9 diverse early-career I-O professionals will share—in a 3-segment panel format—fresh and unique strategies, insights, and advice on successfully transitioning into an I-O career. Experts will answer audience questions between each segment. A discussion will conclude with a session summary and segment takeaways.

86. Community of Interest: 4:30PM-5:20PM
Understanding the Emerging Discipline of Organizational Neuroscience
Organizational neuroscience (ON) is gaining recognition for extending theoretical perspectives and methodological tools of neuroscience to the study of organizational behavior. In this collaborative session, participants will discuss ON research, consider its contribution to I-O, and identify challenges and controversial issues related to ON research and practice.

87. Poster: 4:30PM-5:20PM
Personality / Stats
87-1 Distortion in the Job Application: Finding Fakers Using Response Validity
This study investigated response distortion within the job application process and the ability for 3 response validity indices to detect this behavior. Findings suggest that faking did occur in the applicant sample, but methods tested did not differentiate between fakers and nonfakers. Procedures, results, limitations, applications, and conclusions are discussed.

87-2 Measuring Traitedness With Person Fluctuation Parameters
This study demonstrates how person fluctuation parameters (PFPs) can be used as measures of traitedness. PFPs may reflect traitedness because highly traited individuals attribute levels should vary less across items. Item data were analyzed to provide evidence that PFPs reflect traitedness.

87-3 Determinants of Autonomous Learning Using Investment Theories of Adult Intelligence
Trait complexes and interest are examined as determinants of autonomous learning participation. Using investment theories of adult intelligence, a model examining the determinants of autonomous learning in a real-world training environment are tested. An intellectual/mastery trait complex predicted course affective engagement and course outcomes.

88. Panel Discussion: 3:30PM-4:50PM
S. Hemisphere III
Collected Survey Wisdom From Mayflower and ITSG:
Lessons and Advice
Mayflower and ITSG are survey consortia with representatives from over 50 companies. Representatives from each consortium will give brief talks covering key areas of survey practice, sharing insights that represent the collective wisdom of these groups. The session will then settle into a less structured, audience-participation panel discussion.
87-4 Predicting and Explaining Leader Performance With Personality Trait Interactions
Past personality-criterion research tend to focus on single personality traits. Although numerous researchers propose investigation of trait interactions, empirical evidence for trait interactions is scarce. This study explores the predictive value of 2 trait interactions for narrow leadership criterion, relationship management and strategic skills.
Renee F. Yang, McGraw Hill Financial
Nikki Blacksmith, George Washington University
Meredith R. Coats, George Washington University
Submitter: Renee F. Yang, renee.yang@mhi.com

87-5 An Ideal Point for Performance: Revisiting Curvilinear Relationships of Personality
I-O psychologists generally assume the relationship between personality and performance is linear. However, recent evidence has suggested there may be extreme levels of personality traits at which performance actually decreases. Through a large-scale, multi-industry investigation, using an IRT-based ideal point personality assessment, curvilinear relationships with performance are uncovered and discussed.
Jonathan M. Cottrell, PeopleAdmin
Michael McKenna, University of Missouri-St. Louis
Eleni V. Lobene, Aon Hewitt
John Capman, Aon Hewitt
Anthony S. Boyce, Aon Hewitt
Submitter: Jonathan M. Cottrell, cottrell601@gmail.com

87-6 Procedure Comparison for Estimating Person-Fluctuation Parameters in Graded Response Model
This study assesses the ability to recover estimates from a graded response model with a person–fluctuation parameter. Several prior distributions for PFPs were compared across a number of conditions. Overall, results revealed little differences between using the chi or log normal distributions, and both outperformed the uniform distribution.
David M. LaHuis, Wright State University
Kinsey Blue Bryant-Lees, Wright State University
Tyler D. Barnes, Wright State University
Shotaro Hakoyama, Wright State University
Submitter: David M. LaHuis, david.lahuish@wright.edu

87-7 Simulations and Detection of Adverse Impact: Something for Both Sides
This study demonstrated the utility of Monte Carlo simulations in detecting adverse impact by incorporating information on subgroup differences. Inclusion of this parameter allow MC simulations to utilize nonnull, null hypotheses when detecting adverse impact. Results illustrate a potentially more options for detecting adverse impact.
Neil M. A. Hauenstein, Virginia Tech University
Maureen E. McCusker, Virginia Tech University
Bryan P. Acton, Virginia Tech University
Derek A. Burns, Virginia Tech University
Semret Yibass, Virginia Polytechnic University
Submitter: Neil M. A. Hauenstein, nhauen@vt.edu

87-8 Psychological Entitlement and Unethical Decision Making: An Investigation of Moral Disengagement as Mediator
This study examined the process through which psychologically entitled individuals are more likely to make unethical decisions. Specifically, authors investigate the role of moral disengagement as a mediator between psychological entitlement and unethical decision making in a sample of 699 adults. Results from a longitudinal study support the hypotheses.
Regina M. Taylor, Creighton University
Sharon B. Sheridan, University of Central Florida
Dean Cleavenger, University of Central Florida
Submitter: Regina M. Taylor, reginataylor@creighton.edu

87-9 An Examination of Implicit Theory Measurement Across Leaders and Followers
Item response theory was used to investigate the psychometric properties of an implicit fellowship theory measures when administered from a leader or follower role perspective. Four 2-parameter logistic models were used to compare item discrimination and difficulty parameters for the positively and negatively valenced items from the 2 role perspectives.
Yashna Shah, Virginia Tech
Patrick T. Coyle, Lycoming College
Roseanne J. Foti, Virginia Tech
Submitter: Yashna Shah, yshah@vt.edu

87-10 On Interpretations of $r$, $r$-Square, and Change in Both
Researchers often evaluate bivariate and incremental relationships between variables by choosing between $r$ vs. $r^2$ versus $\Delta R^2$. This poster describes the interpretive properties of each and offers considerations that should be made when choosing which statistic to use to appropriately explain findings in research and practice.
Jeffrey M. Cucina, U.S. Customs and Border Protection
Philip T. Walmsley, U.S. Customs and Border Protection
Submitter: Philip T. Walmsley, walmsley.phil@gmail.com

87-11 A Primer on Method Effects on Observed Correlations With Examples
This paper provides an accessible introduction to (a) the effects of method variance (MV) on observed measures, (b) the effects of CMV upon relationships between observed measures, and (c) the implications of using different methods to measure different constructs using previously published data to present examples.
Charles E. Lance, Organizational Research & Development
Yi Fan, University of Georgia
Submitter: Charles E. Lance, clance@gmail.com

87-12 Derailers Versus Personality Disorders: What Are the Differences?
There remains little consensus regarding the structure and meaning of personality derailers. This research aims to fill this gap by comparing items from the HDS and the PID-5. Results support the concept of derailers as personality constructs that align with disorders but are not clinically debilitating.
Heather Hayes, Hogan Assessment Systems
Jeff Foster, Hogan Assessment Systems
Blaine H Gaddis, Hogan Assessment Systems
Submitter: Heather Hayes, hhayes@hoganassessments.com

87-13 Predicting Personality With Social Media Behavior: A Meta-Analysis
The present study meta-analyzed the relationship between personality and social media behaviors. Results showed social media behaviors are consistently related to certain personality traits, suggesting that patterns in social media behaviors reflect stable characteristics and tendencies of individuals. This supports the usage of social media data to measure personality.
Jennifer P. Green, George Mason University
Wenmo Kong, George Mason University
Submitter: Wenmo Kong, changer9451@gmail.com

87-14 Explaining Face Validity Perceptions of Two Trait Measures
This poster examined whether face validity of Conscientiousness and Emotional Stability measures could be predicted by one’s standing on the specific trait as well as perceived fakability. Results showed that standing on the trait predicted for both measures, but fakability predicted only for Emotional Stability.
Shelby Wise, Bowling Green State University
Scott Highhouse, Bowling Green State University
Submitter: Shelby Wise, swise@bgsu.edu

87-15 Capturing Dark Traits and Relational Effectiveness in Assessment Centers
This study of managers at a Fortune 100 corporation probes the role of several dark traits in assessment center performance. Dark traits were found to relate positively to some assessment center ratings and moderate their prediction of performance in relational domains on the job.
Colby L. Kennedy, University of Georgia
Brian J. Hoffman, University of Georgia
Submitter: Colby L. Kennedy, kennedy7@uga.edu
87-16 Credibility Intervals for Differences Between Effect Sizes in Psychometric Meta-Analysis
The purpose of this article is to highlight interpretive problems that can arise when trying to compare the relative magnitude of effect sizes obtained through meta-analysis. A method for placing credibility intervals of differences in effect sizes within psychometric meta-analysis is proposed. Implications for incremental validity analyses are highlighted.
Jack W. Kostal, University of Minnesota
Submitter: Jack W. Kostal, kosta211@umn.edu

87-17 Personality and Work Values: An Argument for Joint Use
Work values are often overshadowed in research and practice. This study examines the joint use of personality and work values in the prediction of work outcomes. Hierarchical linear regressions suggest that work values account for incremental variance above personality. Personality values profiles were also shown to predict job outcomes.
Daniel R. Krenn, Mobile County Personnel Board
Reed J. Bramble, Wayne State University
Submitter: Daniel R. Krenn, daniel.krenn@wayne.edu

87-18 Swipe Right on Personality: A Mobile Response Latency Measure
Participants used smartphones to “swipe” right or left to indicate agreement or disagreement with Goldberg’s (1992) Big 5 adjective indicators. Response latencies for swipes provided an indicator of self-schema beliefs. Transformed latency scores were correlated with Likert-scale responses for the same dimensions, and reactions were collected for both measures.
Nathan Weidner, Missouri S&T
Richard N. Landers, Old Dominion University
Submitter: Nathan Weidner, nww6v8@gmail.com

87-19 Development of the United States Air Force’s Self-Description Inventory
The Self-Description Inventory (SDI) is trait-based personality assessment of the Big 5 personality domains and 2 Air Force related scales. This study seeks to refine and further develop facet content of the inventory with psychometrically sound scales and richer content coverage while eliminating unnecessary item content.
Gregory G. Manley, U.S. Air Force
Johnny Weismuller, U.S. Air Force Office of Strategic Research
Submitter: Gregory G. Manley, dr.gregory.manley@gmail.com

87-20 A Preliminary Effort to Develop a Measure of Multidimensional Underemployment
The aim of this study was to develop a preliminary measure of multidimensional underemployment. Participants were recruited via social media (n = 62) and responded to a survey that included an initial pool of 15 underemployment items. A revised 3-dimensional, 9-item model fit the data well, and each dimension demonstrated acceptable reliability.
Javier H. Osipina, Colorado State University
Steven G. Manning, Colorado State University
Travis J. Drake, Colorado State University
Submitter: Javier H. Osipina, Javier.Osipina@colostate.edu

87-21 Facebook User Personality Measurement Equivalence: A Same-Language, Difference-Culture Case
Ideal-point item response theory models were employed to assess item-level effect size of measurement nonequivalence of the 100-item international personality item pool Big 5 personality measure taken by millions of Facebook users. Research specifically focused on the US and UK samples for the same-language, difference-culture feature and found intriguing results.
Xin Peng, University of Central Florida
Wei Wang, University of Central Florida
Submitter: Xin Peng, xin.peng@knights.ucf.edu

87-22 Mapping the Garden of Forking Paths: Influence of Data-Analytic Choices
The analysis of data requires researchers to make many choices about how the analysis will be conducted. Authors describe how the inferences arrived at are sometimes very strongly influenced by these decisions, illustrate this issue with an example, and propose a solution: that researchers routinely present data analytic robustness analyses.
Marcus Crede, Iowa State University
Leigh Alison Phillips, Iowa State University
Submitter: Marcus Crede, mcrede@iastate.edu

87-23 SEM-Based Versus SEE-Based Banding: More Evidence!
This study is third in a series attempting to investigate whether the calculations of standard error of difference for statistical banding based on 2 different formulations—SEM (Cascio et al., 1991) and SEE (Lord & Novick, 1968)—produce different outcomes. The study uses 2 ROI models on simulated data.
Olivia C. Reinecke, Louisiana Tech University
Bharati B. Belwalkar, City of New Orleans
Frank P. Igou, Louisiana Tech University
Submitter: Olivia C. Reinecke, oc.reinecke@gmail.com

87-24 Identifying a Set of Emoji Anchors for Interest Measurement
The affective nature of trait interests suggests that nonverbal anchors (e.g., emojis) can serve as indicators of a person’s (dis)inclination towards interest types. Across 2 studies, authors selected and validated a set of 5 emojis anchors. Results show that emoji anchors can replace text-based anchors without compromising psychometric properties.
Wei Ming Jonathan Phan, University of Illinois, Urbana-Champaign
Rachel Amrhein, University of Illinois, Urbana-Champaign
Phil M. Lewis, National Center for O*NET Development
James Rounds, University of Illinois at Urbana-Champaign
Submitter: Wei Ming Jonathan Phan, wphan2@illinois.edu

87-25 Replication of Effects in Organizational, Student, MTurk, and Qualtrics Samples
Organizational researchers are increasingly using crowdsourced samples like MTurk. However, little is known about occupations of MTurkers or similar crowdsourced samples. This study compared data quality and ability to replicate a known effect size across 4 samples: organizations, students, MTurk, and Qualtrics. Only Qualtrics successfully replicated the population value.
Kurt Kraiger, Colorado State University
Alyssa K. McGonagle, UNC Charlotte
Diana R. Sanchez, Colorado State University
Submitter: Kurt Kraiger, kurt.kraiger@colostate.edu

87-26 Interest in Academic Leadership and P–E Fit of Agency/Communal Characteristics
This study investigated the effect of agentic/communal goal congruence on interest in leadership positions. Polynomial regression analyses, using data from 297 professors, showed that the effects of agentic/communal goals and goal congruence on leadership interest vary across positions. Results have implications for future research in workforce gender disparity.
Nicole Schulz, Purdue University
Rong Su, Purdue University
Margo Monteth, Purdue University
Megan K. McCarty, Amherst College
Submitter: Nicole Schulz, schulzn@purdue.edu

87-27 Think Critically About Critical Thinking: Test Validation Evidence From Russia
This paper reports the validation evidence of the Russian critical thinking measure based on a large representative sample (N = 1,060). Results suggested good psychometric quality, IRT analyses revealed test let effects and a unidimensional structure of the measure. External validity evidence and examinee perceptions were also as expected.
Amy Shaw, Rice University
Ou Lydia Liu, Educational Testing Service
Lin Gu, Educational Testing Service
James Mason, University of California, Berkeley
Prashant Loyalka, Stanford University
Submitter: Amy Shaw, xiaotingamyshaw@gmail.com
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87-28 Careless Survey Responding: A Longitudinal Study of Participant Carelessness
Careless responding (CR) was examined over a series of 4 time points using data from 518 participants. The overall consistency for 13 different CR indices was quite low ($r = .30$). Some methods (Mahalanobis Distance, $r = .55$), however, were more consistent than others (Even–Odd Consistency, $r = .04$).

Nathaniel M Voss, Kansas State University
Christopher J. Lake, Kansas State University
Jessa L. Youso, University of Minnesota
Alison G. Shrift, University of Minnesota-Duluth
Areanna M. Lakowske, University of Minnesota-Duluth
Submitter: Nathaniel M Voss, nmvoss@ksu.edu

87-29 Psychometric Analysis of the PTSD Checklist-5 (PCL-5) Among RPA Operators
This study examines the psychometric properties of the PTSD Checklist-5 (PCL-5) in a sample of trauma-exposed, deployed-in-garrison remotely piloted aircraft (RPA) operators. Results show that PCL-5 is a valid and reliable measure for PTSD and provides further support of the 6-factor Anhedonia and 7-factor hybrid latent structure models.

Tanya Goodman, Neurostat Analytical Solutions, LLC
Emily Skinner, U.S. Air Force School of Aerospace Medicine
Wayne Chappelle, U.S. Air Force School of Aerospace Medicine
Lillian Prince, Prince Research & Analytic Services, LLC
William Thompson, Neurostat Analytical Solutions, LLC
Submitter: Tanya Goodman, tanya.goodman08@gmail.com

87-30 Agreeableness and the Relationship Between Person–Organizational Fit and OCB
Data from 2 samples of employees provide evidence for Agreeableness as a moderator of the indirect effect of person–organization fit on OCB via job attitudes. Consistent with social exchange theory, people high in Agreeableness are more likely to react to positive job attitudes by performing OCB.

Alexander Stemer, Central Michigan University
Kimberly E. O'Brien, Central Michigan University
Ye Ra Jeong, Central Michigan University
Submitter: Alexander Stemer, steme1ap@cmich.edu

87-31 Item Response Theory Analyses of the Big Five Inventory
Item response theory and differential item functioning (DIF) analyses were conducted on the Big 5 inventory on a sample of 1,221 participants in Turkey. Reverse-coded items had the lowest discrimination. Fourteen items had DIF across genders. Conscientiousness and Agreeableness need items that provide information for participants with higher trait scores.

Mehmet Gültas, Middle East Technical University
Yonca Toker, Middle East Technical University
Havriye Canan Sumer, Middle East Technical University
Nebi Sumer, Middle East Technical University
Submitter: Yonca Toker, ytoker@metu.edu.tr

87-32 Personality Variability Predicts Information Sharing: A Large-Scale Field Study
People vary in their willingness to share information online. In a study of 300,000 Facebook users, results showed that variability across time in Big 5 personality traits was a good predictor of information sharing. Other indicators of privacy preferences were not related to personality.

David L. Tomczak, George Washington University
Jon C. Willford, George Washington University
Ahnahle F. Miles, George Washington University
Tara S. Behrend, George Washington University
Michal Kosinski, Stanford University
Submitter: David L. Tomczak, davetomczak@gwu.edu

87-33 Reweighted Rank-Based Estimation of Nested Organizational Data
This paper applied a reweighted rank-based estimation on nested organizational data. Authors investigated whether employees with different attachment styles form different perceptions of their relationship with leader. The results using parametric and nonparametric approaches to estimate fixed effects in nested data were compared and applications were discussed.

Ash Abebe, Auburn University
Ning Hou, Auburn University
Yuan Yuan, Auburn University
Wei Xiao, Peking University
Submitter: Ning Hou, nhou@stcloudstate.edu

87-34 The Role of Workplace Popularity: Dispositional Influences and Performance-Related Outcomes
This study investigates how dispositional traits predict workplace popularity and potential performance-related outcomes. Employee popularity is relatively understudied but may influence organizational environments for several reasons. Specifically, Agreeableness, Extraversion, and Conscientiousness are suggested to significantly moderate the CSE–popularity relationship; simultaneously examined is popularity’s effect on task performance and promotability ratings.

Rebecca C. Garden, Old Dominion University
Xiaoxiao Hu, Old Dominion University
Yujie Zhan, Wilfrid Laurier University
Xiang Yao, Peking University
Submitter: Rebecca C. Garden, gardenrc@gmail.com

87-35 Missing Data Techniques for Correcting for Indirect Range Restriction
Authors compared modern data techniques and the Thorndike indirect range restriction correction formula for dealing with range restriction in correlational research. Using a large full data set, authors simulated 5 selection scenarios. Maximum likelihood estimation techniques better approximate the full data.

Heejun R. Yoon, University of Minnesota
Paul R. Sackett, University of Minnesota
Submitter: Heejun R. Yoon, yoon343@umn.edu

88. Special Events: 5:00PM-5:50PM Asia 2
Executive Board Block Session: Research as Advocacy: SIOP’s Engagement in Rigorous, Ethical, Progressive Research
Psychologists are highly trained scholars with valuable skills, tasked with improving people’s well-being. Presenters will discuss the extent to which I-O psychologists should engage in research and other activities that could be characterized as advocacy/activism and, if so, how they should proceed in doing so.

Larry R. Martinez, Pennsylvania State University, Co-Chair
Katina Sawyer, Villanova University, Co-Chair
Mindy E. Bergman, Texas A&M University, Panelist
Virginia E. Schein, Gettysburg College, Panelist
Joel M. Lejkowitz, Baruch College, and the Graduate Center, CUNY, Panelist
Submitter: Katina Sawyer, katina.sawyer@villanova.edu

89. Alternative Session Type with presenters: 5:00PM-5:50PM Asia 4
IGNITE: Hot Topics in Diversity and Inclusion in Organizations
The purpose of this IGNITE session is to highlight current issues related to diversity and inclusion in organizations. The presentations in this session will direct and encourage future research while also informing practitioners with improving people’s well-being. Presenters will discuss the extent to which I-O psychologists should engage in research and other activities that could be characterized as advocacy/activism and, if so, how they should proceed in doing so.

Russell A. Matthews, Bowling Green State University, Co-Chair
Alexandra Henderson, Bowling Green State University, Co-Chair
Christopher J. L. Cunningham, University of Tennessee at Chattanooga, Logi-Serve, Presenter
Lisa Finkelstein, Northern Illinois University, Presenter
Kandice N. Goguen, Clemson University, Presenter
Michelle (Mikki) Hebl, Rice University, Presenter
Eden B. King, George Mason University, Presenter
Debra A. Major, Old Dominion University, Presenter
Alyssa K. McGregor, UNC Charlotte, Presenter
Heather N. Odle-Dusseau, Gettysburg College, Presenter
Thomas W. Britt, Clemson University, Author
Brian J. O’Leary, University of Tennessee at Chattanooga, Author
Submitter: Alexandra Henderson, smrcina@bgsu.edu
90. Symposium/Forum: 5:00PM-5:50PM  
What Should We Do About Alpha?
This symposium examines common critiques of coefficient alpha and proposes ways forward. Four presentations address new concerns with the overuse of alpha and new techniques to supplement alpha. In doing so, the authors hope to move the discussion forward to assist researchers in improving reliability calculation and test evaluation.

Justin A. DeSimone, University of Alabama, Chair
Peter D. Harms, University of Alabama, Co-Chair
Justin A. DeSimone, University of Alabama, Why We Love to Hate Alpha: A History and Review
Dustin Wood, University of Alabama, Peter D. Harms, University of Alabama, Graham H. Lowman, University of Alabama, Tuscaloosa, Within-Session Retest Correlations as Reliability Estimates
Jeremy L. Schoen, Georgia Gwinnett College, Correcting Coefficients for Reliability: Too Much of a Good Thing?
Ryne A. Sherman, Florida Atlantic University, Developing Short Measures of Broad Constructs: Reliability and Prediction
Submitter: Justin A. DeSimone, jadesimone@cba.ua.edu

91. Symposium/Forum: 5:00PM-5:50PM  
Putting the “Health” in Healthcare: Protecting Worker Safety and Well-Being
Healthcare is a high-risk industry in which workers face numerous hazards daily. The health and safety of healthcare workers can impact not only workers themselves, but also patients and healthcare organizations as a whole. This symposium examines organizational and individual factors that affect employee safety and well-being in healthcare.

Julie J. Lanz, University of Nebraska-Kearney, Co-Chair
Archana Manapragada, Florida International University, Co-Chair
Michelle Flynn, Clemson University, Nastassia M. Savage, Clemson University, Marissa L. Shuffler, Clemson University, Pamela Farago, Clemson University, Sharon Wilson, Greenville Health System, Todd N. Tappert, Greenville Health System, Leading Safely: Leadership Behaviors as Predictors of Patient Safety Climate
Stephanie A. Andel, University of South Florida, Shani Pindek, University of South Florida, Paul E. Spector, University of South Florida, Occupational Callings and Safety Climate in the Emergency Medical Services
Archana Manapragada, Florida International University/Sentis, Megan N. Naude, Sentis, Autumn D. Krauss, Sentis, Perceptions of Well-Being Climate and Burnout in the Healthcare Industry
Jessica D. Wooldridge, Aon Hewitt, Michael T. Ford, University at Albany, SUNY, The Effect of Justice and Injustice on Sleep Quality
Robert R. Sinclair, Clemson University, Discussion
Submitter: Julie J. Lanz, julie.j.lanz@gmail.com

92. Alternative Session Type with presenters:
5:00PM-5:50PM  
A Theory That Works!
This fast-paced session will bridge the gap between academia and applied I-O by having 6 panelists presenting their favorite I-O theory or concept. Presenters where tasked to choose from the field of I-O a theory or concept they are passionate about and exemplify its usefulness in the applied setting.

Irina F. Cozma, DDI, Presenter
Erica N. Drew, DaVita Healthcare Partners, Presenter
Kevin Impelman, IBM, Presenter
Ted B. Kinney, Select International, Presenter
Lilly Lin, PAN-Performance Assessment Network, Presenter
Joy Oliver, Management Concepts, Presenter
Nancy Scott, Wheaton College, Presenter
Submitter: Irina F. Cozma, irina.cozma@ddiworld.com

93. Symposium/Forum: 5:00PM-5:50PM  
When Are Performance Ratings Most Valuable?
In light of all the criticisms of performance appraisal/management, this symposium presents 4 new studies that begin to reveal when performance ratings are most valuable and where research on the effectiveness of performance management needs to go in order to best inform practice.

Stephanie C. Payne, Texas A&M University, Co-Chair
Anjelica Marie Mendoza, Texas A&M, Co-Chair
Sylvia G. Roch, University at Albany, SUNY, Who Wants to Abolish Performance Ratings?
C. Allen Gorman, East Tennessee State University, John P. Meriac, University of Missouri-St. Louis, Lorianne D. Mitchell, East Tennessee State University, Jason S. Gamble, East Tennessee State University, Beyond Rating Accuracy: Frame-of-Reference Training Reduces Gender Bias in Performance Ratings
Stephanie C. Payne, Texas A&M University, Anjelica Marie Mendoza, Texas A&M University, Stan Malos, San Jose State University, Wheeler Nakahara, Texas A&M University, Performance Ratings: Does Case Law Reveal More Harm Than Good?
Diedra J. Schiebcher, Texas A&M University, Heidi M. Baumann, Bradley University, Evaluating the Effectiveness of Performance Management: A 30-Year Review
Steven T. Hunt, SAP SuccessFactors, Discussant
Submitter: Anjelica Marie Mendoza, amm19@email.tamu.edu

94. Panel Discussion: 5:00PM-5:50PM  
The Real Meaning of Millennial Talent: A Practitioner Perspective
This panel will discuss implications of the debate over "millennial talent" for I-O practitioners. Panelists will share insights from their professional experiences, and actionable alternatives to "millennialism" in talent management contexts will be presented.

Casey Onder, O. E. Strategies, Chair
Maria S. Chushak, Saint Louis University, Panelist
James R Longbaugh, IBM, Panelist
Victoria P. Mattingly, Colorado State University, Panelist
A. Silke McCance, Procter & Gamble, Panelist
Suzanne M. Miklos, O.E. Strategies, Inc., Panelist
Daniel Alan Neyman, RB, LLC., Panelist
Submitter: Casey Onder, casey.c.onder@gmail.com

307. Panel Discussion: 5:00PM-5:50PM  
Evolution Versus Revolution: Adapting Performance Management for Today and Tomorrow
Dissatisfaction with performance management practice is widespread. Dramatic reactions like eliminating ratings disregard significant research that supports the fundamentals of performance management. However, many PM practices were developed for business contexts that have changed. The panel will leverage science and practice to explore how to evolve PM for greater effectiveness.

Brad Haine, Guardian Life Insurance, Chair
Miriam Ort, PepsiCo, Presenter
Scott Eggebeen, New York University, Presenter
Uri Or, Hogan Assessment Systems, Presenter
Benjamin J. Taylor, HireVue, Presenter
William Pasmoro, UEL, Presenter
Submitter: Uri Or, lo2247@ic.columbia.edu

95. Symposium/Forum: 5:00PM-5:50PM  
Increasing Workplace Success: Identifying, Developing, and Transferring Employable Skills
To improve the likelihood of successful workplace outcomes, key skill and outcomes constructs need to be relevant across all levels to career continuum. To start to address this, authors will discuss behavioral frameworks organized by personality, an extensive outcomes framework, and applications of these frameworks.

Tamera L. McKinniss, ACT, Inc., Co-Chair
Jason D. Way, ACT, Inc., Co-Chair
Tamera L. McKinniss, ACT, Inc., Alex Casillas, ACT, Inc., Jason D. Way, ACT, Inc., Outcomes Across the Education to Career Continuum
Evan Mullinger, Rice University, Chen Zuo, Rice University, Fred Oswald, Rice University, Improving Workforce Readiness using Behavior-Based Personality Frameworks
Submitter: Tamera L. McKinniss, tamera.mckinniss@act.org
99. Special Events: 5:00PM-5:50PM  S. Hemisphere I

Theme Track: Predictions on the Future of Work
What does the future of work hold and what external forces will shape the work ecosystem? This session explores the “future of work” through the lens of work strategy to uncover the ways in which I-O psychology can prepare itself to anticipate the needs of organizations and employees.

Lynda Zugec, The Workforce Consultants, Chair
Richard N. Landers, Old Dominion University, Co-Chair
Libby Sartain, Libby Sartain LLC, Presenter
Evan F. Sinar, DDI, Presenter
Submitter: Tracy Kantrowitz, tracy.kantrowitz@cebglobal.com

100. Symposium/Forum: 5:00PM-5:50PM  S. Hemisphere II

The Use and Utility of Big Data in I-O Psychology
Recent SIOP conferences have seen a surge in sessions on big data, most of which highlight future possibilities of using big data techniques in the field. In contrast, this session will focus on active projects within the field and the real benefits of big data for I-O psychology today.

Brandon Ferrell, Hogan Assessment Systems, Jeff Foster, Hogan Assessment Systems, The Use and Utility of Big Data in I-O Psychology
Prof. Piers Steel, University of Calgary, Frank A. Bosco, Jr., Virginia Commonwealth University, Krista L. Uggerslev, Northern Alberta Institute of Technology, The Big Data of metaBUS
James C. Sharf, Employment Risk Advisors, Inc., Using O*NET to Create Predictive and Defensible Selection Profiles
Michael T. Braun, University of South Florida, The Current Frontier: Big Data and Laboratory Experimentation
Brandon Ferrell, Hogan Assessment Systems, Jeff Foster, Hogan Assessment Systems, Using Archival Data to Create Synthetic Validity Tables
Submitter: Brandon Ferrell, lferrell@hoganassessments.com

101. Panel Discussion: 5:00PM-5:50PM  S. Hemisphere III

I-O(ish): Applying an I-O Lens to Nontraditional I-O Questions
I-Os working inside organizations (“internal I-Os”) are often expected to advise on topics outside their traditional I-O psychology training and work experience. In this session, 4 panelists will share their experiences and approaches toward advising on 4 such areas: organization design, coaching, culture measurement, and mergers and acquisitions.

Hong Yu, Microsoft, Chair
Kathryn Dekas, Google, Panelist
Christopher R. Leupold, Elon University, Panelist
Elizabeth A. McCune, Microsoft Corporation, Panelist
Kate Scott, Parametric Technology Corp. (PTC), Panelist
Submitter: Hong Yu, hong.yu927@gmail.com
102.1 When Leaders Are Not Who They Appear: Reactions to Stigma

Two experiments examined reactions to disclosure of a concealable stigma (i.e., transgender identity) by a leader. In Study 1, leaders disclosing a stigma were rated less likable/effective. In Study 2, leaders whose stigma was found out and disclosed later received lower ratings. Effects were direct and indirect via relational identification.

Gary A. Adams, Marquette University
Jennica R. Webster, Marquette University

Submitter: Gary A. Adams, Gary.Adams@Marquette.edu

102-2 The Role of Measurement Bias in the Stability of Personality Ratings

Although personality stability has been shown to be a reliable individual difference predictive of outcomes, certain respondents may rate personality scale items with less internal variance, thereby inflating stability correlations. Individuals high in cognitive ability exhibit an internal consistency bias, which inflates the cognitive ability–stability relationship.

Reed J. Bramble, Wayne State University
Greg R. Thrasher, Wayne State University
Andrew P. Tenbrink, Wayne State University
Boris B. Baltes, Wayne State University

Submitter: Reed J. Bramble, reed.bramble@wayne.edu

102-3 Understanding the Emergence Dynamics of Cohesion and Information Sharing

Team emergent states are typically examined using referent shift team-level measures, missing the true level of dynamic emergence: the dyad. This study measures team and relational cohesion and information sharing over time to understand their convergence, as well as the unique antecedents and outcomes at each level of analysis.

Samantha L. Garrett, University of South Florida
Michael T. Braun, University of South Florida

Submitter: Samantha L. Garrett, sigarrett@mail.usf.edu

102-4 Leadership and Subordinate Engagement: A Meta-Analytic Review

As organizations search for ways to improve employee engagement, many have speculated whether leadership is related to subordinate engagement. Authors conducted a meta-analytic review of the leadership-engagement literature to establish the criterion-related validity of many leadership styles, including transformational, transactional, laissez-faire, authentic, servant, and ethical leadership in predicting subordinate engagement.

Henry R. Young, University of Central Florida
David R. Glerum, University of Central Florida
Dana Joseph, University of Central Florida
Wei Wang, University of Central Florida

Submitter: Henry R. Young, h3young@gmail.com

102-5 Motives For, and Emotions Following, Abusive Supervision: The Supervisor’s Perspective

Despite the fact that abusive supervision is a dyadic interaction between subordinates and their supervisors, the vast majority of research on this topic focuses exclusively on the subordinate’s perspective. This study takes the supervisor’s perspective, examining their motives for engaging in these behaviors and their subsequent emotional reactions.

Rochelle Evans, University of Waterloo
Lindie H. Liang, University of Waterloo
Winny Shen, University of Waterloo
Douglas J. Brown, University of Waterloo

Submitter: Lindie H Liang, lindie.liang@gmail.com

102-6 Following the Trend: Applicant Subgroup Differences in SJT Scores

Much-needed applicant level (N = 37,530) estimates of SJT subgroup ethnic differences are provided. White–Black differences in this applicant sample (d = 0.66) were higher than in incumbent samples (d = 0.38). This difference in effect sizes (applicants vs. incumbents) is similar to the increase found for other selection methods.

Christoph Nils Herde, Ghent University
Filip Lievens, Ghent University
Duncan J. R. Jackson, Birkbeck, University of London

Submitter: Christoph Nils Herde, christoph.herde@ugent.be

102-7 Learning but Not Relaxing Buffers the Job Stressors–Deviance Relationship

Authors examine a resource-building activity (i.e., learning something new at work) and a demand-shielding activity (i.e., taking time for relaxation at work) as potential buffers for the effect of job stressors on workplace deviance. Interestingly, 2 studies found support for the buffering role of learning but not relaxation.

Chen Zhang, University of Michigan
David M. Mayer, University of Michigan

Submitter: Chen Zhang, zhangchn@umich.edu

102-8 Measurement and Outcomes of Core Affect Versus Emotion Episodes

Many theories of emotions address emotional events, but common experience sampling techniques are better suited to explaining diffuse states. This study compares core affect and emotion episodes using time- and event-signaling experience sampling. Results indicate that measurement strategies may be differentially related to organizational outcomes like rumination, regulation, and depletion.

Kelsey L. Merlo, Georgia Institute of Technology
Howard M. Weiss, Georgia Institute of Technology

Submitter: Kelsey L. Merlo, kmerlo@gatech.edu

102-9 Incremental Validity of Spatial Ability Tests for STEM Careers

Although quantitative and verbal tests are commonly used in academic and preemployment selection, use of spatial ability testing is less common. This study examined the predictive and incremental validity of spatial ability tests over math and verbal testing for several US Air Force occupations.

James F. Johnson, U. S. Air Force
Laura G. Barron, U.S. Air Force
Mark R. Rose, U.S. Air Force
Thomas R. Carretta, U.S. Air Force

Submitter: James F. Johnson, james.johnson.271@us.af.mil

102-10 Signaling Values in E-Recruitment: Person–Organization Fit Approach to Organizational Attractiveness

This study contributes generalizable, experimental research by developing “employer” websites and presenting them to participants via an online survey. Findings indicate that organizational values are transmitted via these websites and that participants use information from websites to evaluate their fit with, and attraction to, the organization.

Justin Travis, North Carolina State University

Submitter: Justin Travis, jtravis@ncsu.edu
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Collected Survey Wisdom from Mayflower and ITSG:
Lessons and Advice
Dr. Scott Brooks
Thursday, 4/27, 3:30-5:00 PM

I-O Psychology and the Road to a Better Life.
(Part of the symposium entitled Measurement Matters: Solving Global Problems Through I-O Psychology)
Dr. Walter Reichman
Friday, 4/28, 4:00-5:00 PM

Using the Blank Box:
Innovations to Optimize Use of Comments
Dr. Victoria Hendrickson
Thursday, 4/27 12:00 - 1:20 PM

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CONTACT:
Carolyn Cosco, Director of Strategic Partnerships
ccosco@selectintl.com

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- Attend our poster session, Pre-Employment Assessment to Supplement Background Checks for Security Clearance Employees, Thursday, April 27, 12:30 PM - 1:20 PM, Atlantic BC.
- Our newest white paper, Developing a 21st Century 4-S Organization: Service, Security, Safety & Strategy will be available at our booth.

Visit booth #509 to discuss how the Reid BCP can fill critical gaps in your risk screening process.

www.gdit.com/humancapital · hcrm@gdit.com

GENERAL DYNAMICS Information Technology
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**Friday Special Events**

Frank Landy 5K Fun Run  
Presented by E.B. Jacobs and Shaker  
7:00 AM start time  
Preregistration required

**Continental Breakfast**  
Presented by CEB  
7:30 AM-8:30 AM  
Pacific A + Terrace

**Registration**  
8:00 AM-5:00 PM  
Convention Foyer

**Coffee Breaks: NEW TIMES!**  
9:30 AM-10:00 AM  
2:30 PM-3:00 PM  
Atlantic BC

**Concession Lunch**  
11:30 AM-1:00 PM  
Atlantic BC
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<td>113: The Hungry Mind: Why Companies Hire and Promote for Curiosity</td>
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<td>114: Are Competency Modeling Best Practices Still Best Practices?</td>
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<td>115: True Grit for Tough Jobs: Individual and Group-level Employee</td>
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<td>116: The Treasure Trove Within: Building an Evidence-Based Workplace</td>
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<td>117: From Challenges to Solutions: Research and Practice in Workplace</td>
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<td>118: High-Fidelity Simulation Scoring: Tricks of the Trade Revealed</td>
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<td>119: Back to our Scientific Roots: Using Evidence-Based Approaches in</td>
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<td>120: Agile I-O: Toolkit for Faster Better R&amp;D</td>
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<td>121: Emerging Coaches: Where Do I Go From Here?</td>
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<td>122: Science-Practice Exchange: Ready or Not… Technology’s Implications for</td>
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<td>133: Featured Session: The Future of I-O in Practice: Insights From Award</td>
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<td>134: Viva Affective Revolution! Using Affect to Understand Organizational</td>
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<td>138: Why, How, and When: Advancing the Literature on Workplace Incivility</td>
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<td>141: Dos and Don’ts: Thriving as PhD, Masters, and Graduate Students</td>
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<td>142: Hacking It in Academia—Life Hacks for Women in Academic Careers</td>
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<td>157: Automated Data Collection: An Introduction to Web Scraping With Python</td>
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<td>158: Gender Disparities in the STEM Workforce: Addressing the Pipeline Leaks</td>
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<td>159: Alliance Special Session: Ethical, Rigorous and Relevant Research</td>
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<td>160: Assessment Centers: Advances in Scoring and Interpretation</td>
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<td>161: Future Leaders Please Stand Up: Evolving Succession Planning through Metrics</td>
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<td>162: Why Job Stressors Impact Voice Behavior: An Ego Depletion Perspective</td>
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<td>163: Can We Overcome the Law Enforcement Staffing Crisis?</td>
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<td>164: Featured Session: Disruptors in the Field: Thinking Forward With Practice Award Winners</td>
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<td>165: Identities at Work: Self-Concept in Organizational Settings</td>
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<td>170: Meeting the Challenges of Leadership Development Across Contexts</td>
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<td>186: Executive Revolving: The Key to the Future</td>
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**Executive Board Session**

**Poster Session**

**HR Practitioner Track**

**Alliance Practitioner Track**

**Invited Session**

**Featured Session**

**COMMITTEE ZONE**

Learn more about SIOP’s many committees and their goals for the upcoming year by visiting the Committee Zone in Atlantic B.

A complete schedule of committees will be available at the conference, so plan now to stop by!
**2017 SIOP Conference**

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- 175 Identities at Work: Self-Concept in Organizational Settings, N. Hemisphere E1, 1:00PM
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- 179 Practical Guidance for Developing and Implementing Ideal Point Measurement Models, S. Hemisphere I, 1:00PM
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*Orlando, FL*
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176 Alternative Measures of g: Not Your Grandfather’s Cognitive Tests, N. Hemisphere E2, 1:00PM
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hirevue.com/solutions/digital-assessment

HireVue Booth #211
103. Alternative Session Type with multiple papers: 8:00AM-9:20AM Americas Seminar Room

Teaching Big Data Methods in I-O Graduate Curriculum: A Primer
The recent Big Data boom in the organizational sciences should encourage I-O graduate training in Big Data analytics and related conceptual issues. This session presents 4 learning modules on Big Data topics, which can be integrated into statistical and methodology courses taught in graduate training programs.

Samuel T. McAbee, Illinois Institute of Technology, Chair
Dan J. Putka, HumRRO, Introducing Advanced Predictive Modeling
Ronald S. Landis, Illinois Institute of Technology, Scott Tonidandel, Davidson College, Introducing Random Projections
Evan F. Sinar, DDI, Your Big Data Analyses Ain't Done 'til Visualizations Are Run
Fred Oswald, Rice University, Anthony S. Boyce, Aon Hewitt, Jessica D. Woodrige, Aon Hewitt, Psychometrics in the Big Data Era: Baby or Bathwater?
Submitter: Samuel T. McAbee, smcabee@iit.edu

104. Symposium/Forum: 8:00AM-9:20AM Asia 1
Would I Lie To You? Applicant Faking Behavior and Motivation
This symposium examines several important issues related to applicant faking and the role of motivation in impacting various indicators (or proposed indicators) of faking. Studies include a meta-analytic investigation of personality test faking, the role of organizational culture in applicant faking, and 2 studies examining overclaiming behavior.

Patrick D. Dunlop, University of Western Australia, Co-Chair
Joshua S. Bourdage, University of Calgary, Co-Chair
Nicolas Roulin, University of Manitoba, Co-Chair
Jing Hu, University of Toronto, Brian S. Connelly, University of Toronto, Applicant Personality: A Meta-Analysis of Within-Subjects Faking Studies
Nicolas Roulin, University of Manitoba, Franciska Krings, University of Lausanne, How a Competitive Organizational Culture Affects Applicant Faking
Clara Lee, University of Calgary, Joshua S. Bourdage, University of Calgary, Honesty–Humility and the Overclaiming Technique
Patrick D. Dunlop, University of Western Australia, Joshua S. Bourdage, University of Calgary, Reimout E. de Vries, Vrije Universiteit Amsterdam, Ilona McNell, University of Melbourne, Megan Emily Orchard, Sentis, Tomas Austen, University of Western Australia, Karina Jorritsma, University of Western Australia, Improving the Instrumentality of the Overclaiming Questionnaire to Detect Faking
John J. Donovan, Rider University, Discussant
Submitter: Joshua S. Bourdage, jbourdage@ucalgary.ca

105. Panel Discussion: 8:00AM-9:20AM Asia 2
Continuous Listening: Innovative Engagement Surveys Done More Frequently
Employee engagement surveys continue to evolve in organizations. This panel will discuss how 4 organizations designed their survey program to provide frequent and timely information and ultimately gain greater value from the survey. Representatives from The Home Depot, Esterline, State Farm Insurance, Campbell Soup Company, and IBM will participate.

Chris L. Lovato, IBM Smarter Workforce, Chair
Natalie Bourgeois Caldwell, The Home Depot, Panelist
Patrick Day, Esterline, Panelist
John C. Howes, IBM, Panelist
Frances Rynders, State Farm Insurance, Panelist
Emily Riggs, Talent Matters LLC, Panelist
Submitter: Chris L. Lovato, clovato@us.ibm.com

106. Roundtable Discussion/Conversation Hour: 8:00AM-9:20AM Asia 3
Growing Local Communities of Work Psychologists Globally
This roundtable builds on an effort begun in 2013 to help nurture grassroots, local communities of work and organizational psychologists outside the US. Presenters will share work underway, discuss challenges, and agree on courses of action for collaboration following SIOP 2017.

Alison R. Eyring, Organisation Solutions Pte. Ltd., Host
Aarti Shyamsunder, Psymanitcs Consulting, Host
Anna R. Erickson, CEB, Host
Barbara Kozusznik, University of Silesia, Katowice, Host
William L. Farmer, U.S. Food and Drug Administration, Host
Rosalind H. Searle, Coventry University, Host
Submitter: Alison R. Eyring, aeryring@organisationsolutions.com

107. Symposium/Forum: 8:00AM-9:20AM Asia 4
Multiple Climates: Studying the Gaps In Between
Organizational climate research generally focuses on a single climate per study, presenting an overly simplified view of different climates' effects on each other and business outcomes. Studies and discussant will provide an introduction to studying the reality of multiple climates in the workplace.

Emily A. Burnett, Clemson University, Co-Chair
Cynthia L.S. Purdy, Clemson University, Co-Chair
Ashley Bin Ding, University of Lausanne, Joerg Dietz, University of Lausanne, Unit Diversity and Procedural Justice Climate Interact to Predict Performance
Emily A. Burnett, Clemson University, Cynthia L.S. Purdy, Clemson University, Unethical Pro-Organizational Behavior: The Influence of Organizational Climate
Mark G. Ethrath, San Diego State University, Nathaniel J. Williams, Boise State University, Gregory A. Aarons, University of California, San Diego, Steven Marcus, University of Pennsylvania, Rinal S. Beidas, University of Pennsylvania, Cross-Level Molar and Strategic Climate Predicting Innovation Implementation
Alice M. Brawley, Michigan State University, Cynthia L.S. Purdy, Clemson University, All Climates Are Highly Prioritized?: Depends on How You Ask
Benjamin Schneider, University of Southern California, Discussant
Submitter: Alice M. Brawley, M.S., brawley2@msu.edu

108. Symposium/Forum: 8:00AM-9:20AM Asia 5
The Dynamics Within: Understanding and Improving Intrateam States
Team emergent states drive team effectiveness. Despite their inherent dynamic, intrateam nature, most research utilizes static, between-team designs. This symposium presents exemplars of the insights gained through examining within-team dynamics such as the emergence and development of team cohesion and trust, trajectories of emergent leadership, and improving team knowledge emergence.

Michael T. Braun, University of South Florida, Chair
Bryan P. Acton, Virginia Tech University, Michael T. Braun, University of South Florida, Putting Two and Two Together: Using Sociometric Measures to Capture Cohesion Emergence
Samantha L. Garrett, University of South Florida, Christina N. Barnett, University of South Florida, Michael T. Braun, University of South Florida, Development of Affective Emergent States: The Role of Communication
Maureen E. McCusker, Virginia Tech University, Roseanne J. Foti, Virginia Tech, An Examination of Leadership in Teams: It's About Time
Goran Kuljanin, DePaul University, Stanton Mak, Michigan State University, Michael T. Braun, University of South Florida, James A. Grand, University of Maryland, Steve W. J. Kozlowski, Michigan State University, Georgia T. Chao, Michigan State University, The Component Processes of Team Performance in Distributed Expertise Tasks
Submitter: Michael T. Braun, mbraun@usf.edu

109. Symposium/Forum: 8:00AM-9:20AM Australia 3
New Approaches in LGBT Research in I-O Psychology
Research into the experiences and concerns of LGBT people remains largely unaddressed within I-O psychology. This symposium brings light to new topics researchers can explore relating to the LGBT community, including heterosexist impact, same-sex couple WFC issues, same-sex and different-sex couple differences, and the impact of appearing LGBT-supportive on organizations.

Christian N. Thoroughgood, Villanova University, Co-Chair
Steve T. Discont, Illinois Institute of Technology, Co-Chair
Steve T. Discont, Illinois Institute of Technology, Mahima Saxena, Illinois Institute of Technology, Microagressions, Internalized Heterosexism and Burnout in Sexual Orientation Minority Workers
Katrina Sawyer, Villanova University, Christian N. Thoroughgood, Villanova
110. Friday Seminar: 8:00AM-11:00AM  N. Hemisphere A1
Friday Seminar: The Use of Mobile Devices in Employment-Related Testing and Assessment

PREREGISTRATION AND ADDITIONAL FEE REQUIRED. The seminar will provide an overview of the empirical employment-related unproctored Internet-based testing (UIT) device-type literature and present a conceptual framework for understanding and predicting when, how, and why UIT device types should and should not affect assessment and test scores. The implications for practice and research will be discussed.

A. Silke McCance, Procter & Gamble, Coordinator
Winfred Arthur, Jr., Texas A&M University, Presenter

Submitter: A. Silke McCance, mccance.a@pg.com

see pp. 8-9 for more information

111. Friday Seminar: 8:00AM-11:00AM  N. Hemisphere A2
Friday Seminar: Bridging the Scientist–Practitioner Gap: Becoming Better-Informed Consumers of Research Findings

PREREGISTRATION AND ADDITIONAL FEE REQUIRED. This seminar will focus on the latter two topics. Presenters will address issues such as sampling, causation, the ability to generalize findings, and key questions related to field, laboratory, and questionnaire research.

Meghan A. Thornton-Lugo, University of Texas at San Antonio, Coordinator
Wayne F. Cascio, University of Colorado Denver, Presenter
Sheldon Zedeck, University of California-Berkeley, Presenter

Submitter: Meghan A. Thornton-Lugo, meghan.thornton@utsa.edu

see pp. 8-9 for more information

112. Symposium/Forum: 8:00AM-9:20AM  N. Hemisphere A3
Examining Different Perspectives in Bridge Employment Research

Due to the aging workforce, researchers and policy makers seek to promote workers' engagement in bridge employment. This symposium advances understanding of bridge employment by examining multiple perspectives including the self-employment perspective, the time management perspective, the complementary perspective from the historical decision-making literature, and the job design perspective.

Steve M. Jex, Bowling Green State University, Chair
Yisheng Peng, Bowling Green State University, Co-Chair
Monika E. von Bonsdorff, University of Jyväskylä, Yujie Zhan, Wilfrid Laurier University, Yifan Song, University of Florida, Valeria Alterman, University of Florida, Mo Wang, University of Florida, Examining Bridge Employment from a Self-Employment Perspective

Aniane Froidevaux, University of Florida, Yujie Zhan, Wilfrid Laurier University, Junghi Shi, Sun Yat-sen University, Andreas Hirschi, University of Bern, Valeria Alterman, University of Florida, Mo Wang, University of Florida, Personality and Identity's Impact on Three Conceptions of Bridge Employment

Matthew J. Perry, Federal Institute of Technology (ETH-Zürich), Future Time Perspective and Sunk-Cost Propensity: Different Bridges to Retirement

Yisheng Peng, Bowling Green State University, Y. Jex, Bowling Green State University, Bridge Employment Planning: The Roles of Work Characteristics and Motivations

Terry A. Beehr, Central Michigan University, Discussant

Submitter: Yisheng peng, pengyisheng2012@gmail.com

113. Panel Discussion: 8:00AM-9:20AM  N. Hemisphere A4
The Hungry Mind: Why Companies Hire and Promote for Curiosity

This panel examines the growing importance of intellectual curiosity in different organizational settings. Six experts from renowned global organizations discuss how they go about selecting and nurturing individuals with a “hungry mind,” why curiosity is critical for employability and career success, and how it impacts on leadership and organizational effectiveness.

Techno Adler, Aon Hewitt, Chair
Tomas Chamorro-Premuzic, Hogan Assessment Systems/University of London, Panelist
Jennifer J. Brown, Google, Panelist
Todd Carlisle, Twitter, Panelist
Thomas Henricksen, Right Management, Panelist
Adam Yareansky, Red Bull Wingfinder, Panelist

Submitter: Tomas Chamorro-Premuzic, tomaschamorropremuzic@gmail.com

114. Panel Discussion: 8:00AM-9:20AM  N. Hemisphere E1
Are Competency Modeling Best Practices Still Best Practices?

Best practice in competency modeling will be reviewed. Strengths and shortfalls of the best practice standards will be discussed. The panelists will pay particular attention to the needs of the end user and share their experiences, extract lessons learned, and make suggestions to improve best practices.

Lynn Collins, BTS, Chair
Jürgen Bank, BTS, Panelist
Brian J. Ruggeberg, Aon Hewitt, Panelist
John D. Arnold, Polaris Assessment Systems, Panelist
Johan A. Jolin, County of Los Angeles, Panelist

Submitter: Lynn Collins, lynn.collins@bts.com

115. Symposium/Forum: 8:00AM-9:20AM  N. Hemisphere E2
True Grit for Tough Jobs: Individual and Group-Level Employee Resilience

This session contributes to nascent literature on employee resilience at individual and group levels. Four presentations cover investigations of resilience in unique high demand organizational contexts through conceptualizations of individual trait resiliency, resilient trajectories, and team resiliency. Findings advance our understanding and measurement of resilience in response to work-related adversity.

Kate M. Conley, University of Georgia, Co-Chair
Malissa A. Clark, University of Georgia, Co-Chair
Kevin J. Eschleman, San Francisco State University, David Mast, San Francisco State University, Attracting Workers High in Hardiness for Emotionally Demanding Occupations

Matthew J. W. McAllan, Oakland University, Mitchell Rothstein, University of Western Ontario, Trajectories of Resilience and Well-Being After Job Loss
Armando X. Estrada, Department of Defense, Jamie B. Severt, For Marsh Group, Millani Jimenez, U.S. Army Research Institute, Examination of the Measurement Properties of a Group Resiliency Measure

M. Travis Maynard, Colorado State University, Lauren Blackwell Landon, Wyler-NASA, Deanna M. Kennedy, University of Washington Bothell, Team Resilience With Anecdotal Evidence From Astronaut Training and Spaceflight

Thomas W. Brit, Clemson University, Discussant

Submitter: Kate M. Conley, kmc81050@uga.edu

116. Panel Discussion: 8:00AM-9:20AM  N. Hemisphere E3
The Treasure Trove Within: Building an Evidence-Based Workforce Planning Approach

This session asks practitioners to share varying approaches to leveraging data for workforce planning, because organizations often fall short in their use of data today. Questions will focus on how data can provide key insights into the behavior patterns and actions that support successful workforce planning efforts.

Bogdan Nita, Willis Towers Watson, Chair
Helen Friedman, Willis Towers Watson, Panelist
Leslie A. Bethencourt, ESPN, Panelist
Melissa Feigelson, BASF Corporation, Panelist
Juraj Hulin, Merck, Panelist

Submitter: Bogdan Nita, bogdan_nita@outlook.com
117. Alternative Session Type with multiple papers: 8:00AM-9:20AM  S. Hemisphere I

**High-Fidelity Simulation Scoring Practices: Tricks of the Trade Revealed!**
Practitioners from some of the leading consulting organizations will share and discuss their simulations’ scoring practices in this engaging and interactive session. Their presentations, followed by a panel discussion, will focus on case studies and empirical evidence of their scoring practices, which are diverse and complex.

Eleni V. Lobene, Aon Hewitt, Chair
Bharati B. Belwalkar, City of New Orleans, Co-Chair
Jennifer L. Geimer, CEB, Presenter
Donald E. Lustenberger, DDI, Presenter
Tara K. McClure, Aon Hewitt, Presenter
Lei Qin, Shaker Consulting Group, Presenter
Suzanne Tsacoumis, HumRRO, Presenter
Submitter: Bharati B. Belwalkar, bharati.belwalkar@gmail.com

118. Alternative Session Type with presenters: 8:00AM-9:20AM  S. Hemisphere II

**From Challenges to Solutions: Research and Practice in Workplace Safety**
Applied research on worker safety includes several inherent practical challenges. This alternative session includes brief presentations by safety researchers focused on the research process, including challenges faced and how the challenges were managed, along with structured audience participation regarding challenges in safety research and possible solutions.

Alyssa K. McGonagle, UNC Charlotte, Co-Chair
Timothy J. Bauerle, National Institute for Occupational Safety and Health, Co-Chair
Jesse L. Byrd, Washington State University Vancouver, Measuring the Impact of Workplace Aggression on Safety in the Construction Industry
Timothy J. Bauerle, National Institute for Occupational Safety and Health, Kristin Yeoman, National Institute for Occupational Safety and Health, Tristan Victoroff, National Institute for Occupational Safety and Health, Harry Daniels-Schatz, National Institute for Occupational Safety and Health, Theoretical and Measurement Development of a Model for Heat-Induced Cognitive Decline
Alyssa K. McGonagle, UNC Charlotte, Lynnette Essmenmacher, Detroit Medical Center, Lydia E. Hamlin, Wayne State University, Mark Luborsky, Wayne State University, Mark Upfal, Detroit Medical Center, Judith Arnetz, Michigan State University, Management Commitment to Safety, Teamwork, and Hospital Worker Injuries
Daniel S. Wiegert, Wayne State University/The Droste Group, Workplace Aggression, Safety Performance, and Safety Outcomes
Konstantin Cigularov, Old Dominion University, Benjamin R. Kaufman, Old Dominion University, Nathan Bjornberg, Old Dominion University/Northrop Grumman, Stefanie K. Johnson, University of Colorado Boulder, Krista Hoffman, JBS, Challenges in Administering and Evaluating a Construction Safety Leadership Training
Submitter: Alyssa K. McGonagle, alyssa.mcgonagle@gmail.com

120. Panel Discussion: 8:00AM-9:20AM  S. Hemisphere III

**Aglie I-O: Toolkit for Faster Better R&D**
“Agile” is the dominant methodology for managing software development, but agile may also be useful to improve R&D. Agile’s sociotechnical work-design principles focus on iterative development and close collaboration of cross-functional teams. Here, R&D leaders discuss how agile works in I-O, including team design, project management, and research design.

Ken Lahli, Psychobabble, Chair
Jessica L. Blackburn, be Psychometric Applications, LLC, Panelist
Milt Hakel, SIOP Foundation, Panelist
Tracy Kantrowitz, CEB, Panelist
Eric J. Sydell, SHAKER, Panelist
Submitter: Ken Lahli, ken@psychobabble.com

121. Roundtable Discussion/Conversation Hour: 8:00AM-9:20AM  S. Hemisphere IV

**Emerging Coaches: Where Do I Go From Here?**
This roundtable/conversation hour’s objective is to foster open discussion regarding what emerging coaches should consider and do to successfully develop as leadership coaches. Participants will be asked to reflect on key questions and challenges typically encountered by those new to coaching and share best practices from their own experiences.

Christopher Selenta, Aon Hewitt, Host
Theresa McNelly, Aon Hewitt, Host
Tim Jackson, Jackson Leadership Inc., Host
Jessica Osedach, Bank of America, Host
Submitter: Christopher Selenta, cselenta@hotmail.com

122. Alternative Session Type with multiple papers: 8:00AM-9:20AM  S. Hemisphere V

**Science–Practice Exchange: Ready or Not...Technology’s Implications for Leadership Development**
This session presents lessons learned on validating leadership constructs using untapped sources of data (i.e., social media), and if and how such assessments may be used to accelerate leadership development outcomes, followed by break-out discussion groups. Participants will then have the opportunity to share their insights with the overall audience.

Stephen F. Young, Center for Creative Leadership, Co-Chair
Nathan E. Wiita, RHR International, Co-Chair
Brent Winslow, Design Interactive, Inc., Real-Time Physiological Assessment
Mikal Kosinski, Stanford University, Digital Footprint Assessment
Elena Svetieva, Center for Creative Leadership, Affective Computing for the New Age of Leader Development
Ryan Boyd, University of Texas at Austin, Language-Based Measures of Social and Psychological Processes
David L. Winsborough, Hogan Assessments, Facilitator
Submitter: Nathan E. Wiita, nathan.wiita@gmail.com

123. Poster: 8:30AM-9:20AM  Atlantic BC

**Innovation/Tech**

**123-1 Newcomer Entry and Team Creativity: A Longitudinal Field Study**
Adopting a longitudinal design, this study examines newcomer entry into teams and team creativity in a field setting. Results show that new comer entry did not automatically increase team creativity. Rather, team member and leader helping and newcomer proactive personality were important to increase team creativity.

Jia Yu, University of Houston
Leanne E. Atwater, University of Houston
Submitter: Jia Yu, jyu@bauer.uh.edu

**123-2 How Pay Affects Performance and Retention in Longitudinal Crowdsourced Research**
MTurk is a common source of research participants, yet little is known about consequences of different payment strategies. A multivariate experiment established that pay affects performance, satisfaction, retention, and data quality in crowdsourcing environments. In addition to pay, researchers must pay attention to the unique demands of MTurk workers.
123-3 Aristotle, Kant, and Facebook? Implications of Social Media on Ethics

The relationship between social media and ethics was examined. Participants responded to scenarios depicting ethical dilemmas. Results indicated that people who reported being exposed to ethical violations on social media were more likely to find scenarios to be personally unacceptable and of lower ethicality, and reacted negatively to the content.

Zhanha Bagdasaroz, California State University, Fresno
April Martin, Pacific Science and Engineering Group
Rahul Chauhan, West Texas A&M University
Shane Connelly, University of Oklahoma
Submitter: Zhanha Bagdasaroz, zhannab@csufresno.edu

123-4 Can Video Games Reduce Faking in Selection Assessments?

The viability of a video game platform designed to aid personnel selection by reducing faking was tested. Results suggest that participants are less able to fake personality assessments when assessed via video games as compared to online surveys.

P. Scott Ramsay, University of South Florida
Jake R. Mathwich, University of Central Florida
Wendy L. Bedwell, University of South Florida
James K. Summers, Iowa State University
Walter C. Borman, University of South Florida
Submitter: P. Scott Ramsay, PSRamsay@mail.usf.edu

123-5 Coworker Relationships Altered by Social Media: Posts, Pokes, and Problems

A critical incident methodology was used to explore how social media impacts coworker relationships. Politics was the topic that most frequently led to changed coworker relationships. Work–life segmentation preference was unrelated to interacting with coworkers on social media. Future research and implications are discussed.

Courtney M. Bryant, Michigan State University
Ann Marie Ryan, Michigan State University
Submitter: Courtney M. Bryant, bryantcourtneym@gmail.com

123-6 Time Flies When Cognitive Tests Are Games

Cognitive ability tests are central to quality hiring; however, applicant reactions researchers have shown that applicants prefer other selection procedures. In a between-groups experiment, identical cognitive ability tests were either presented as such or as “puzzles” and “riddles.” Participants in the game-frame group had significantly decreased perceptions of time passage.

Andrew B. Collmus, Old Dominion University
Richard N. Landers, Old Dominion University
Submitter: Andrew B. Collmus, acollmus@odu.edu

123-7 Workplace Stressors and Innovative Work Behavior: Inside the Black Box

A moderated mediation model was tested in which LMX enhances the positive effects of challenge stressors and attenuates the negative effects of hindrance stressors on innovative work behavior through affective organizational commitment. Moderated multiple regression results from a time-lagged study of 134 employees from various Canadian firms supported predictions.

Francesco Montani, Montpellier Business School
Francois Courcy, University of Sherbrooke
Christian Vandenberghie, HEC Montreal
Submitter: Francesco Montani, f.montani@montpellier-bs.com

123-8 Diversity and Group Creativity in an Online, Asynchronous Environment

This study examined the relationship between surface-level diversity and group performance outcomes in online, asynchronous groups. Age diversity significantly, negatively predicted all performance indicators. Gender diversity significantly predicted the total number of ideas and the number of novel ideas. Political diversity significantly predicted group-level fluency and originality.

B. Collmus, Old Dominion University
Richard N. Landers, Old Dominion University
Submitter: B. Collmus, acollmus@odu.edu

123-9 Effect of Time Pressure, Intellect, and Affect on Creative Performance

How time pressure and creativity outcomes relate were examined using affect as mediator. Findings indicate that negative affect, but not positive affect, mediated the relationship between time pressure and creative outcome effectiveness, but neither negative nor positive affect mediated the relationship between time pressure and creative performance behaviors.

Deepshikha (Dia) Chatterjee, Organizational Psychology
Jake R. Mathwich, University of Central Florida
Wendy L. Bedwell, University of South Florida
Julie B. Olson-Buchanan, California State University Fresno
Submitter: Deepshikha (Dia) Chatterjee, chatterjee, chatte24@msu.edu

123-10 Team Context Moderates the Effects of Personality Traits on Creativity

The social context of teams significantly moderated relationships between personality traits and creativity. Altering the team context through group development weakened positive relationships between openness and idea expression and evaluation; strengthened negative relationships between agreeableness and idea expression and evaluation; and strengthened the negative relationship between conscientiousness and idea evaluation.

David A. Foster, Western Oregon University
Submitter: David A. Foster, fosterd@wou.edu

123-11 Understanding the Curvilinear Relationship Between Leader Humility and Employee Creativity

Based on self-regulation theory, authors proposed a curvilinear and moderated mediation model using data from 84 team leaders and 392 employees. There was an inverted U-shaped relationship between leader humility and employee creativity, which was mediated by feedback-seeking climate. Furthermore, status conflict moderated the mediation effect.

Zhishuang Guan, Peking University, Xiao Deng
Submitter: Zhishuang Guan, zhishuangguan.pku@gmail.com

123-12 The Effect of Technology Use on Relationship and Network Development

The paper examines whether the degree of technology use affects participants’ ability to build new relationships (ties) and maintain existing relationships. Results indicate that smartphone use had a positive effect on individuals’ ability to form new relationships and maintain existing ties. Implications for social networks and social capital are discussed.

James M. Schmidtke, California State University Fresno
Anurag Gupta, Indian School of Business
Christopher M. Sterling, California State University Fresno
Julie B. Olson-Buchanan, California State University Fresno
Submitter: Julie B. Olson-Buchanan, julieo@csufresno.edu

123-13 The Impact of Smartphone Usage on Perceptions of Work–Life Balance

Smartphones enable employees to stay connected to work. However, daily usage to remain connected may have adverse consequences on perceptions of work–life balance. 442 working professionals completed an online survey. Results indicated daily smartphone usage, segmentation preference, work group norms, and job autonomy were related to perceptions of work–life conflict.

Ia V. Hailey, Managed Care Ombudsman Office
Alicia Stachowski, University of Wisconsin-Stout
Submitter: Alicia Stachowski, stachowskia@uwstout.edu

123-14 How Consistent Is the Impact of Devices on Working Memory?

This research investigated whether mobile devices have a greater impact on working memory than computers. Repeated measures data were analyzed from 104 participants who completed complex span tasks on mobile devices and computers. Analyses found that the differences between devices was consistent across span difficulty.

Kyle C. Huff, Georgia Gwinnett College
Submitter: Kyle C. Huff, lcuff@gmail.com
123-15 The Effect of Leader–Follower Fit Across Creativity Stages
Creativity is beneficial for organizations, yet most companies report failed innovation efforts. This study examines the effect of leaders on creativity by investigating fit between leader and follower mindsets across creativity stages. Results show that leaders and followers with different mindsets is most beneficial for successful idea generation and evaluation.
Melissa Gutworth, Pennsylvania State University
Samuel T. Hunter, Pennsylvania State University
Submitter: Melissa Gutworth, mbg164@psu.edu

123-16 Nonlinear Relationships Between Feedback-Seeking Behav-
ior and Creativity: A Dual-Benefit Perspective
From a dual-benefit (informational vs. impression-management benefit) perspective, authors examined the nonlinear relationship between feedback-seeking behavior and employee creativity with 254 employees from 48 teams in Korean firms. Also, 2 conditions were found that would influence the 2 benefits and moderate the nonlinear relationship between feedback-seeking behavior and creativity.
Inseong Jeong, The Hong Kong University of Science and Technology
Jin Lee, Samsung Economic Research Institute
Shung Jae Shin, Portland State University
Submitter: Shung Jae Shin, s.shin@pdx.edu

123-17 It's About Time: How Constraints Influence Creative Prob-
lem Solving
This study investigates the influence of the timing and type of constraints on a number of creative problem-solving processes. Results show that constraints have little to no impact on conceptual combination and idea generation but do have a unique and positive impact on problem identification and idea evaluation.
Kelsey E. Medeiros, University of Texas at Arlington
Genevieve Johnson, American Institutes for Research
Michael D. Mumford, University of Oklahoma
Logan M. Steele, University of Oklahoma
Submitter: Kelsey E. Medeiros, kelseymedeiros@gmail.com

123-18 Crowdsourcing Hard-to-Reach I-O Psychology Populations:
Feasibility and Psychometrics
Participants working in high-risk industries were recruited on Amazon Mechanical Turk. Results show a high response rate and minimal careless responding over 3 surveys. These results support the use of MTurk as a viable way to survey participants in hard-to-reach populations of interest to I-O psychology.
Gargi Sawhney, Clemson University
Amy K. Landers, Old Dominion University
Richard N. Landers, Old Dominion University
Submitter: Richard N. Landers, mlanders@odu.edu

123-19 Increases in Applicant Pool Diversity Attributable to Unproc-
tored Internet-Based Testing
The diversity of an applicant pool was quasi-experimentally investigated over time before and after implementation of unproctored Internet-based testing (UIT) to a selection system using a regression-continuity design. Results indicate the proportion of Black applicants increased independently of time. Adding a UIT option can increase applicant diversity.
Katelyn J. Cavanaugh, Old Dominion University
Elena Auer, Old Dominion University
Richard N. Landers, Old Dominion University
Jessica R. Petor, Select International
Ted B. Kinney, Select International
Submitter: Richard N. Landers, mlanders@odu.edu

123-20 Creating Three-Dimensional Task–Technology Fit Scales
A 3-dimensional conceptualization of task–technology fit (TTF) is composed of too much and too little. Then, a 3-dimensional TTF scale was developed to gauge these dimensions and allow future research to empirically study these dimensions.
Matt C. Howard, University of South Alabama
Bice D. Lizza, Pennsylvania State University
Eleanor John Louis, Pennsylvania State University
Madison R. Benfield, Pennsylvania State University
Fanlu Gui, Pennsylvania State University
Laurie-Ann Millard, Pennsylvania State University
Julia C. Rose, Pennsylvania State University
Submitter: Matt C. Howard, MHoward@SouthAlabama.edu

123-21 Examination of Individual Differences in Preference in Pur-
suing Gamified Training
This study explored whether individual difference characteristics could predict participant preference between a gamified and nongame training. Qualitative responses suggest that the gamified version was generally perceived as more engaging. Results suggest that organizations should carefully consider the video game competence of their audience when implementing gamification in the workplace.
Michael P. Schiel, University of Wisconsin-Stout
Chelsea Lovejoy, University of Wisconsin-Stout
Alicia Stachowski, University of Wisconsin-Stout
Submitter: Alicia Stachowski, stachowskia@uwstout.edu

123-22 Email Me! How Email Textual Cues Influence Perceptions
In 2015, 120.4 billion business emails were sent/received per day (Radicati, 2015), but how were these emails being perceived by the recipient? This experiment examines the effects of email textual cues on receiver's perception of the sender. Results show that professionalism and enthusiasm are significantly affected by subtle cues.
Christina N. Lacerenza, Rice University
Chelsea Iwig, Rice University
Shannon L. Marlow, Rice University
Submitter: Christina N. Lacerenza, clacerenza@gmail.com

123-23 The Balancing Act: A Framework of Creativity and Multidimensional Fit
How creative employees perceive and respond to various forms of fit (person–leader, person–organization, person–job, person–team, person–preferences for culture, and person–vocation fit) has been considerably understudied. This effort theoretically explores how various levels of different dimensions of fit impact employees' creative performance. Organizational recommendations for applying this information are discussed.
Tristan J. McIntosh, University of Oklahoma
Submitter: Tristan J. McIntosh, tristan.mcintosh@outlook.com

123-24 Negative Feedback and Creativity Moderated by Power
This time-lagged study found that negative feedback increases creativity only when a receiver has higher sense of power. This was because the receiver perceived it as useful information for increasing performance. Contrarily, negative feedback significantly reduced creativity for a low power receiver because s/he degraded usefulness of negative feedback.
Yeon Joon Kim, University of Toronto
Junha Kim, University of Toronto
Geordie McRuer, Bastet Organizational Strategy
Ji Sok Choi, University of Toronto
Jeongrock Kim, University of Toronto
Sojin Park, University of Toronto
Submitter: Yeon Joon Kim, yeunjoon.kim13@rotman.utoronto.ca

123-25 How Innovative Workplace Affects U.S. Employees’ Well-Be-
ing and Job Performance
This study examined how innovative workplace influences well-being and job performance of U.S. employees. Results revealed that innovative workplace had a positive impact on well-being and job performance and that the impact of innovative workplace on job performance was stronger for employees with lower resiliency and passion for innovation.
Gokhan Oztunc, University of Georgia
Submitter: Gokhan Oztunc, gokhanoztunc@gmail.com

123-26 Personality, Responsiveness, and Performance in Technolo-
gy-Enabled Work Environments
Despite increasing use of technology in today's business environment, there is little research on how individuals behave in response to various technology-enabled stimuli. In this study, authors introduce the concept
of responsiveness as an important procedural behavior and investigate its relationships with Big 5 traits and performance.
DaHee Shon, Teachers College, Columbia University
Eleni V. Lobene, Aon Hewitt
Raphael Y. Prager, Aon Hewitt/Baruch College & The Graduate Center, CUNY
Submitter: DaHee Shon, dahee.shon@gmail.com

123-27 To Meet or Not to Meet: Preference for Electronic Communication
A new construct, preference for electronic communication (PEC), is proposed as well as a scale to measure employee PEC. The PEC scale is reliable, unidimensional, and related to but distinct from technology self-efficacy. The impact PEC may have on virtual team performance, job satisfaction, and other organizational constructs is discussed.
Britany N. Telford, University of South Florida
P. Scott Ramsay, University of South Florida
Sarah E. Frick, University of South Florida
Wendy L. Bedwell, University of South Florida
Submitter: Britany N. Telford, btleford@mail.usf.edu

123-28 The Relationship Between Multiple Measures of Creativity and Customer Satisfaction
This study examined the relationship between creativity and customer satisfaction among customer service representatives (CSRs). Creativity was measured by a problem-solving task and an evaluation completed by supervisors. Though all measures of creativity were related to customer satisfaction, the measures of creativity were not all related.
Nicholas Joseph Arreola, Creighton University
Roni Reiter-Palmon, University of Nebraska-Omaha
Submitter: Nicholas Joseph Arreola, narreola@unomaha.edu

123-29 The More Creative Members, the Better Creative Performance?
The belief of the more, the better has been implicitly assumed in team composition for creativity research and rarely challenged. To debunk the misguided belief, the authors theorized an inverse U-shaped relationship between the proportion of creative members in a team and team creative performance.
Inseong Jeong, Hong Kong University of Science and Technology
Shung Jae Shin, Portland State University
Ow-Won Park, Catholic University of Korea
Prthviraj Chattopadhyay, University of Auckland
Submitter: Inseong Jeong, ijeong@ust.hk

123-30 When At First You Don’t Succeed: Justice and Creativity
This study examines Amabile’s componential model of creativity (Amabile, 1997) in an attempt to understand how supportive work environments promote creativity. Results indicate that individuals who perceive higher levels of procedural justice have greater trust in their supervisors, are more willing to take risks, and produce more creative work.
Max Schauder, University of Akron
Andrea F. Smell, University of Akron
Submitter: Max Schauder, schauder.max@gmail.com

123-31 The Effects of Efficacy and Performance Feedback on Group Innovation
Relations among collective efficacy, innovative performance, and performance feedback over time are investigated. Time 1 collective efficacy ratings were unrelated to Time 1 performance, whereas Time 2 efficacy ratings were positively related to Time 2 performance. In addition, Time 2 performance feedback predicted Time 3 efficacy ratings.
Luke Brooks-Shesler, Iona College
Alicia Stachowski, University of Wisconsin-Stout
Submitter: Luke Brooks-Shesler, lukebs@gmail.com

123-32 Linking Core Self-Evaluation to Innovative Behavior: A Moderated Mediation Model
Authors attempted to examine knowledge sharing as a mechanism between core self-evaluation (CSE) and innovative behavior and the moderating effect of meaningful work, using multivariate and multisource data from a sample of 200 participants. Results, fully supported our hypotheses and offered implications for the field of personality and innovation.
Yejun Zhang, University of Oklahoma
Jian Min Sun, Renmin University of China
Hong Ren, University of Wisconsin Milwaukee
Submitter: Yejun Zhang, zhangyejun1990@gmail.com

124. Symposium/Forum: 10:00AM-11:20AM   Americas Seminar
Does the Format Matter? Advancements in Rating Format Research
Recent research has shown that rating format design choices influence the quality of ratings. This subsequently has implications for the measurement of personality, job performance, and work attitudes. This symposium brings together a group of scholars who will share their research and expertise on this topic.
C. Allen Gorman, East Tennessee State University, Chair
John P. Meriac, University of Missouri-St. Louis, Co-Chair
Stephanie M. Merritt, University of Missouri-St. Louis, Adnan Smajic, University of Missouri-St. Louis, Development of a Valence-Balanced Measure of Implicit Conscientiousness
Li Guan, University of Georgia, Nathan T. Carter, University of Georgia, Is Forced-Choice Testing Format Truly Faking Resistant?
Sylvia G. Roch, University at Albany, SUNY, Rating Format, Justice, and Outcomes: Importance of Perception of Politics
Luis M. Arciniegas, Instituto Tecnologico Autonomo de Mexico (ITAM), Natalie J. Allen, University of Western Ontario, John P. Meriac, University of Missouri-St. Louis, Using Comics for Measuring Classic Constructs in Low Literacy Populations
Angelo S. DeNisi, Tulane University, Discussant
Submitter: C. Allen Gorman, gormanc@etsu.edu

125. Symposium/Forum: 10:00AM-11:20AM   Asia 1
Examining Individual Strategies Utilized by Employees to Combat Occupational Stress
Occupational stress has been on the rise in recent years. To combat stress experienced in the workplace, employees may utilize different individual strategies. The goal of this symposium is to explore the effectiveness of these distinct strategies in dealing with both occupational and traumatic stressors across a variety of occupations.
Gargi Sawhney, Clemson University, Chair
Thomas W. Brit, Clemson University, Co-Chair
Caitlin A. Demskey, Oakland University, Charlotte Fritz, Portland State University, Leslie B. Hammer, Oregon Health & Science University, Anne Black, Forest Service-Human Performance Research, Development, and Application, Workplace Incivility, Rumination, Detachment, and Sleep: A Moderated Mediation Model
Gargi Sawhney, Clemson University, Kristen S. Jennings, Clemson University, Thomas W. Brit, Clemson University, Michael T. Sliter, FurstPerson, Moderating Role of Workplace Recovery in the Stres- sors–Mental Health Relationship
Lori Anderson Snyder, University of Oklahoma, William D. Taylor, Human Resources Research Organization, What Free Time? Studying Daily Work Recovery Among Student Employees
Thomas W. Brit, Clemson University, Amy Adler, Walter Reed Army Institute of Research, Gargi Sawhney, Clemson University, Paul D. Bliese, University of South Carolina, Benefits of Emotion-Focused Coping for Soldiers Serving in Low-Autonomy Environments
Lois E. Tetrick, George Mason University, Discussant
Submitter: Gargi Sawhney, gargisawhney85@gmail.com
126. Panel Discussion: 10:00AM-11:20AM  
Asia 2
Automated Essay Scoring: Human Versus Machine
This session will present latest developments regarding automated essay scoring. Panelists will discuss construct validity evidence to include agreement between human and machine scores, and relationships with other verbal assessments. Additional topics to be discussed include machine algorithm training, potential cost savings, and user acceptance.
Deborah L. Whetzel, Human Resources Research Organization (HumRRO), Chair  
Karen Lochbaum, Pearson, Panelist  
Michael A. Campion, Purdue University, Panelist  
Yoko Futagi, Educational Testing Service, Panelist  
Ryan S O’Leary, CEB, Panelist
Submitter: Deborah L. Whetzel, dwhetzel@humrro.org

127. Community of Interest: 10:00AM-10:50AM  
Asia 3
Trends in Job Analysis Research and Practice
In this COI, interested practitioners and researchers are invited to join in a conversation about recent developments in job analysis. Themes like team task analysis, computerized data collection, competencies, and job automation will be touched upon, but participants are encouraged to bring their particular experiences, interests, and areas of research.
Jason G. Randall, University at Albany, SUNY, Host  
George M. Alliger, Group for Organizational Effectiveness, Host  
Dev K. Dalal, University at Albany, SUNY, Coordinator
Submitter: Dev K. Dalal, dev.dalal@gmail.com

128. Symposium/Forum: 10:00AM-11:20AM  
Asia 4
Factors to Consider in 360-Degree Feedback Ratings
The goal of this symposium is to discuss factors that can affect 360-degree feedback ratings. Four studies on the effects and relationships of (a) culture, (b) gender and personality, (c) gender and importance of performance, and (d) personality and self-–other discrepancies in 360-ratings are discussed.
Karen M. Fuhrmeister, Hogan Assessment Systems, Chair  
King Yyi Tang, Korn Ferry, Susan D’Mello, HumRRO, Guangrong Dai, Korn Ferry, Rating Patterns in 360-Degree: A Cross-Cultural Investigation  
Ruth A. Stoner, OutMatch, Keith D. McCook, OutMatch, Gender Differences in Leadership Effectiveness: Relational Versus Task-Oriented 360 Ratings  
Juan I. Sanchez, Florida International University, Guangrong Dai, Korn Ferry, Marie Michele Beauchesne, Florida International University, Ayaj Rama Ponnappalli, Florida International University, Gender Differences in the Importance–Performance Relationship in 360-Degree Ratings  
David W. Bracken, Keiser University, Discussant
Submitter: Karen M. Fuhrmeister, kfuhmeis@gmail.com

129. Panel Discussion: 10:00AM-11:20AM  
Asia 5
Analytics Has a Seat at the Table: Now What?
A panel of practical experts will explore themes focused on considerations and challenges when building workforce analytics functions, including critical partnerships, cultural change, understanding stakeholders, and maintaining a business focus. Participants will learn practical tips and tricks about how to work more effectively, and fit better, within their greater organizations.
Adam T. Myer, Johnson & Johnson, Chair  
Christopher M. Rosett, Verizon Wireless, Panelist  
Kathryn Dekas, Google, Panelist  
Tom Rauzi, Dell, Inc., Panelist  
Jill Mowry Strange, Infor, Panelist
Submitter: Christopher M. Rosett, rosett2@gmail.com

130. Poster: 10:00AM-10:50AM  
Atlantic BC
Motivation / Staffing
130-1 Subconscious and Conscious Self-Efficacy in the Regulation of Behavior
Authors examined how subconsciously primed self-efficacy and conscious self-efficacy operate jointly to regulate behavior. Results showed that both subconsciously primed and conscious self-efficacy predicted performance and that subconsciously primed self-efficacy predicted performance both indirectly and directly through the mediation of self-efficacy.
Alex Stajkovic, University of Wisconsin-Madison  
Suzanne J. Peterson, Arizona State University
Submitter: Amy Bartels, amy.bartels2@asu.edu

130-2 Why Does Faster Feel Better? Explaining Velocity’s Influence on Affect
Studies show that people’s affective experiences are influenced by their rate of goal progress (velocity)—but why? In this study, fast velocity led to more perceived time available for the next task, which in turn was positively related to positive affect but only when the next task was pleasant.
Vincent Phan, University of Waterloo  
James W. Beck, University of Waterloo
Submitter: Vincent Phan, v4phan@uwaterloo.ca

130-3 Give and Take: A Validation Study
Recent work by Grant (2012) indicates that the interaction style of giving versus taking determines individual success but little direct evidence related to this concept and its associated measure exists. This study examined this issue, focusing on convergent, discriminant, and predictive validity. Results were generally supportive of the hypothesized relationships.
Sara K. Trané, Florida Institute of Technology  
Michael S. Beverage, Florida Institute of Technology  
Nicholas Aaron Moon, Florida Institute of Technology  
Patrick D. Converse, Florida Institute of Technology
Submitter: Sara K. Trané, strane2009@my.fit.edu

130-4 Gender Differences in Organization Attraction
This study examined gender differences in organization attraction. Findings indicate men were more attracted to organizations with potential for resources; women were more attracted to organizations with work–life balance and with a supportive social environment. Agreeableness mediated the relationship between gender and attraction to social environment.
Hany Min, Bowling Green State University  
Margaret E. Brooks, Bowling Green State University
Submitter: Hanyi Min, mhanyi@bgsu.edu

130-5 Revisiting Realistic Recruitment: Developing a Computational Model of Expectations–Perceptions Discrepancies
In this paper, authors make the case that modest meta-analytic effect sizes of realistic recruitment interventions indicate problems in implementation rather than a failure of the concept. To demonstrate this point, authors develop a computational theory of expectations–perceptions discrepancies that accounts for both positive and negative findings within this literature.
Jay H. Hardy, III, Oregon State University  
Michael Buckley, University of Oklahoma
Submitter: Jay H. Hardy, III, jay.hardy@oregonstate.edu

130-6 The Advantages of Practice Tests in an Employment Context
Scholars have suggested that organizations should keep selection criteria hidden from candidates. This study integrates signaling and human capital concepts to demonstrate that practice tests provide information to job seekers by increasing their occupation-specific human capital and an organization by improving the quality of its applicants.
Emily D. Campion, University at Buffalo SUNY  
Michael C Campion, University of South Carolina
Submitter: Emily D. Campion, emilycampion@buffalo.edu

130-7 Cheating on Online Cognitive Tests: Prevalence and Impact on Validity
This study investigated the prevalence of cheating on an online, unproctored cognitive ability test and the impact of cheating on test validity. Despite 10.8% of participants self-reporting cheating behavior, cheaters performed no better on the test than other participants, and validity was not affected.
Thomas M. Cavanagh, Dominican University of California  
Kurt Kraiger, Colorado State University
Submitter: Thomas M. Cavanagh, tommy.cavanagh@gmail.com
130-8 Clarifying the Influence of the Self-Concept on Organizational Citizenship Behaviors
This daily diary study contributed to research on OCBs by utilizing a within-person perspective, target-specific OCB measures, and a novel theoretical framework. There was a positive relationship between targeted OCB intentions and targeted OCBs, citizenship motives and OCB intentions, and working self-construal orientations and citizenship motives.
Shelby-Jo Ponto, Florida Institute of Technology
Patrick D. Converse, Florida Institute of Technology
Submitter: Shelby-Jo Ponto, shelbyjoponto@gmail.com

130-9 Self-Concept and Self-Regulation: The Role of Self-Construal in Resource Allocation
Research on the connections between self-concept and self-regulation is relatively limited. This work developed a conceptual framework incorporating self-concept and self-regulation and examined implications of this framework for self-construal and multiple-task self-regulation. Results were largely consistent with the framework, demonstrating effects of chronic self-construal and self-construal priming on resource allocation.
Patrick D. Converse, Florida Institute of Technology
Michael S. Beverage, Florida Institute of Technology
Raad G Alzaidalshariel, Aramco Services Company
Michael C. Tocci, Procter & Gamble
Submitter: Michael S. Beverage, mbeverage2011@my.fit.edu

130-10 Converting Selection Ratios Between Equivalent Single-Stage and Multistage Selection Systems
A method is presented for converting single-stage selection to multistage selection ratios and vice-versa. This method simplifies the process of comparing selection ratios from noncompensatory systems that use different sequencing strategies by analytically solving for their geometric similarities. The foundations of the procedure and several potential applications are described.
Jeffrey A. Dahlke, University of Minnesota
Allen P. Goebl, University of Minnesota
Submitter: Jeffrey A. Dahlke, dahlk068@umn.edu

130-11 Gender, Role, and Job Demand: Content Analysis of LinkedIn Self-Descriptions
Language usage in LinkedIn self-postings by men and women across male- and female-dominated occupations were examined with the Linguistic Inquiry Word Count analysis program (LIWC; Pennebaker, Boyd, Jordan & Blackburn, 2015). There were significant occupation effects but no significant gender effects nor gender by occupation interaction effects.
XU Zhu, Hofstra University
Bernard Gorman, Hofstra University
Submitter: Xu Zhu, xzu2@pride.hofstra.edu

130-12 Autonomy and Performance: The Influence of Task Difficulty
This study examines a boundary condition for the relationship between autonomy and performance. Under conditions of high task difficulty and high autonomy, individuals feel less competent and perform worse on a subsequent task.
Melissa G. Keith, Purdue University
Carolyn M. Jagacinski, Purdue University
Submitter: Melissa G. Keith, keith7@purdue.edu

130-13 Cascading Relationships of Goals Within Goal Hierarchies
Goal theory proposes that distal and proximal goals in goal structures are related. It was predicted that the content of career goals and relevant attitudes affect task goal processes. Cascading effects were found for challenge and self-efficacy. Only career affective commitment, not ratio-nal commitment, affected proximal goals and attitudes.
Thomas D. Kane, Missouri State University
Michael McKenna, University of Missouri-St. Louis
Charlotte Sophie Redhead, Missouri State University
Submitter: Charlotte Sophie Redhead, redhead123@live.missouristate.edu

130-14 The Differential and Interactive Effects of Intrinsic and Identified Motivation
This study investigated the differential and interactive effect of identified and intrinsic regulation on self-regulation and perseverance of 148 employees. Results showed that identified motivation showed incremental validity over all the extrinsic and autonomous regulations in the SDT continuum and interacted with intrinsic motivation to strengthen self-regulation and perseverance.
Junseok Song, Carlson School of Management
Gihyun Kim, Yonsei University
Nayeon Kim, Yonsei University
John D. Kammeyer-Mueller, University of Minnesota
Submitter: Junseok Song, jssong96@gmail.com

130-15 Painting the Picture: What Is the Mobile Test Environment? Very little is known about the mobile test environment. This study used a large applied sample to take a look at the test environment for mobile and nonmobile unproctored applicants. Analyses examined the physical test environment, what happened to applicants during testing, and their satisfaction with the test environment.
Jessica R. Petor, Select International
Amie D. Lawrence, Select International
Ted B. Kinney, Select International
Submitter: Jessica R. Petor, M.S., jpetor@selectintl.com

130-16 Work-Motive Combinations: Polynomial and Response Surface Analysis of Self-Determination Theory
Polynomial regression with response surface analyses is used to investigate how combinations and absolute amounts of autonomous and controlled forms of motivation are associated with satisfaction, engagement, and volitional work behaviors. Results support an additive view for all outcomes, undermining view for attitudes, and differentiated view for altruism and deviance.
Dan V. Simonet, Montclair State University
Holly Koebezak, Montclair State University
Laura Morrison, Montclair State University
Submitter: Dan V. Simonet, dvsimonet@gmail.com

130-17 Can Explanations Improve Test Takers’ Perceptions of an Ability Test? An experimental study examined whether perceptions of an ability test can be improved by providing an explanation. 96 participants completed an attention test. An explanation was given to half of them concerning the test where as no explanation was given to the others. The explanation significantly improved test takers’ perceptions.
Barbara Körner, University of Zurich
Klaus G. Melchers, Universität Ulm
Submitter: Klaus G. Melchers, klaus.melchers@uni-ulm.de

130-18 Validating the Multidimensional Perceived Person–Group Fit Scale
This study describes the scale development of a new measure. Embracing a comprehensive definition of person–group (PG) fit, the Multidimensional Perceived Person–Group Fit (MPPGF) scale contains 28 items assessing 7 dimensions of fit. Convergent and discriminant validity is presented, demonstrating the measure’s capacity to assess individuals’ perceptions of P–G fit.
Christina S. Li, University of Iowa
Amy L. Kristof-Brown, University of Iowa
Jordan Nielsen, University of Iowa
Submitter: Christina S. Li, christina-li@uiowa.edu

130-19 Predicting Value of a Hire by Using Applicant Prehire Data Using a longitudinal sample of K-12 school teachers and teacher applicants, authors examine the value of a hire as a function of both performance and retention. Utilizing multiple measures of performance and applying machine learning techniques, authors find that valuing a hire is predictable from work history and education.
Sima Sajadiani, University of Minnesota
Aaron Sojourner, University of Minnesota
Nathan R. Kuncel, University of Minnesota
Submitter: Nathan R. Kuncel, nkcun01@umn.edu
130-20 Applicant Reactions: Does Test Length Really Matter? This study examined the relationship between test length and applicant reactions across 6 selection assessments of varying lengths. Test lengths ranged from 15 to 105 minutes. Results revealed that test length has no effect on applicant reactions until you reach a specific threshold at which point reactions are slightly poorer.

Allison N. Besl, Select International
Amie D. Lawrence, Select International
John F. Skinner, Sears Holdings Corporation
Don M. Moretti, Sears Holdings Corporation
Ted B. Kinney, Select International
Submitter: Allison N. Besl, abesl@selectintl.com

130-21 Do Informal Language and Personalized Feedback Reports Affect Applicant Reactions? This study investigated whether the use of informal language and personalized feedback reports affect applicant reactions. Results demonstrate that providing a personalized feedback report resulted in more positive applicant reactions, however the use of formal versus informal language did not have an impact on applicant reactions.

Bertha Rangel, University of Illinois, Urbana-Champaign
Eleni V. Lobene, Aon Hewitt
Sarah A. Meeks, Aon Hewitt
Anthony S. Boyce, Aon Hewitt
Submitter: Bertha Rangel, rangelbertha@gmail.com

130-22 Tell Me About It: Making the Case for Case-Based RJPs This experimental study examined the influence of alternative delivery methods of realistic job previews (RJPs) on the strength of organizational climate perceptions. Participants reported stronger perceptions of organizational climate variables when climate information was presented in a case-based format, as opposed to expository format.

Kelsey E. Medeiros, University of Texas at Arlington
Jensen T. Mecca, Shaker Consulting Group
Logan L. Watts, University of Oklahoma
Submitter: Kelsey E. Medeiros, kelseymedeiros@gmail.com

130-23 Using Imagined Intergroup Contact to Reduce Interview Bias This research found that imagined intergroup contact (IIC), which uses mental imagery to mitigate bias, reduced biased perceptions of competence of an obese woman immediately following an interview. Results suggest that IIC may be a powerful, cost effective, and easily implemented tool to reduce bias.

Cari L. Gardner, Nestle Purina
Breanna R. Wexler, University of Missouri-St. Louis
Kelli E. Huber, University of Missouri-St. Louis
Stephanie M. Merritt, University of Missouri-St. Louis
Clevon Holmes, University of Missouri-St. Louis
Athena Miller, University of Missouri-St. Louis
Submitter: Cari L. Gardner, cari.rottman@gmail.com

130-24 The Two Facets of Extraversion: A Longitudinal Criterion-Related Validity Study The relative magnitude and stability of validities of global extraversion versus its facets were examined in a 4-year longitudinal study. The validity of ascendency was higher than that of global extraversion across all 4 measurement occasions. Findings support the use ascendency as opposed to global extraversion for personnel selection.

Michael B. Harari, Florida Atlantic University
Bobby D. Naemi, Educational Testing Service
Chockalingam Viswesvaran, Florida International University
Submitter: Michael B. Harari, mharari@fau.edu

130-25 Effects of Recruiting Sources on Test Reactions and Performance Recruitment and selection research have achieved fruitful contributions. However, little work has integrated these 2 literatures. Using 1,161 applicants, it was found that informal recruiting sources are positively related to preorganizational attractiveness, which reduces test anxiety and enhances test-taking motivation of applicants. Effects were not found for formal recruiting sources.

Lynn A. McFarland, University of South Carolina
Youngsang Kim, Chinese University of Hong Kong
Robert E. Ployhart, University of South Carolina
Submitter: Robert E. Ployhart, ployhart@moore.sc.edu

130-26 Individual Differences and Applicants’ Reactions to Aptitude Testing: Field Study Authors examined the role of firefighter applicant trait anxiety and core self-evaluations (CSE) in determining justice reactions to aptitude testing. Both traits adversely affect justice perceptions through anticipated anxiety during testing that undermines applicants’ chances to perform well. CSE also affected justice reactions through its positive association with justice expectations.

Patrick D. Dunlop, University of Western Australia
Nicolas Roulin, University of Manitoba
Karina Jorritsma, University of Western Australia
Jake Bahri, University of Western Australia
Khee Seng (Benjamin) Ho, University of Western Australia
Submitter: Patrick D. Dunlop, patrick.dunlop@uwa.edu.au

130-27 Interaction of Goal Level and Incentive Structure in Multiple-Goal Contexts This paper considers how goal difficulty level and incentive structures interact to predict resource allocation within a multiple-goal context. When individuals must allocate finite resources across multiple demands, all-or-nothing payment schemes lead individuals to do little more than the “bare minimum” to reach their goals.

Win T. Matsuda, University of Minnesota
Aaron M. Schmidt, University of Minnesota
James W. Beck, University of Waterloo
Submitter: Win T. Matsuda, matsu098@umn.edu

130-28 Relating Approach Avoidance to Affect Using a Pattern-Oriented Approach Latent profile analysis (LPA) was used to identify and describe 6 classes of individuals with similar patterns of approach avoidance (approach oriented, avoidance oriented, reward prone, punishment prone, hyporesponsive, hyperresponsive) and affect (anxious, emotional, apathetic, content). Multivariable LPA was used to examine the relationship between approach-avoidance patterns and affect patterns.

Patrick T. Coyle, Lycoming College
Melanie Gehring, Lycoming College
Mark D Scott, Virginia Tech
Yashna Shah, Virginia Tech
Neil M. A. Hauenstein, Virginia Tech
Submitter: Patrick T. Coyle, coylep23@vt.edu

130-29 VIE-ing for the Position: Expectancy Theory and Applicant Faking This experimental study examined Vroom’s expectancy theory as a theoretical framework for examining applicant faking on self-report personality inventories. Results suggest that applicant self-efficacy regarding faking and the perceived correspondence between personality test scores and employment outcomes influence faking behavior.

David C. Mihm, University of Central Florida
Kimberly A. Smith-Jentsch, University of Central Florida
Submitter: David C. Mihm, DavidCMihm@gmail.com

130-30 Retesting: Understanding the Role of Personality in g Score’s Change This study examined the test results of 145 external job candidates who were retested on the same GCA test within a 27.35-month period. Contrary to the hypotheses, g scores didn’t increase in retesting. Results also showed that anxiety predicts g test scores gain between 2 test administrations.

Pascale L. Denis, Universite du Quebec a Montreal
Alina N. Stamate, Universite du Quebec a Montreal
Submitter: Pascale L. Denis, denis.pascale@uqam.ca
130-31 Applicant Reactions Across Hospital Types: Understanding Urban and Rural Candidates
This study extends research on applicant reactions. Previous research has investigated applicant reactions of candidates to different types of procedures. This study extends past this line of research by investigating differences across the specific industry of healthcare from 4 independent samples (n1=981; n2=739; n3=1,527; n4=19,500).
Amber H. Tipton, Select International
Rachel Reid, Select International
Kristin M. Delgado, Select International/Wright State University
Ted B. Kinney, Select International
Jason D. Frizzell, Select International
Trevor D. McGlochin, Select International
Submitter: Trevor D. McGlochin, tmcglochin@selectint.com

130-32 Preferences for Nonstandard Work: An Exploratory Investigation
A measure of preferences for nonstandard work (PNSW) was developed across 2 studies. Findings reveal that individuals had distinct preferences for various types of nonstandard work performed within the context of startups, temporary-part-time, outside-firm deployment, outsourced, and independent contracts. Preferences were also predicted by protean and boundaryless career attitudes.
Kang Yang Trevor Yu, Nanyang Business School
Kim-Yin Chan, Nanyang Technological University
Alexander Chernyshenko, Nanyang Technological University
Moon-ho Rio Ho, Nanyang Technological University
Marilyn A. Uy, Nanyang Technological University
Roslina Binti Abdul Latif Yong, Nanyang Technological University
Submitter: Kang Yang Trevor Yu, akyu@ntu.edu.sg

130-33 Daily Workplace Motivational Processes: Resource Efficacy and Effort
This poster integrates self-regulatory theories to introduce the construct of resource efficacy. In a daily diary study, within- and between-person predictors of effort were examined. Results suggest that resource efficacy drives employee effort throughout the workday. These findings clarify self-regulatory theory and encourage organizations to support employee recovery.
Keemia Vaghef, Florida Institute of Technology
Chelsea A. LeNoble, Clemson University
Submitter: Chelsea A. LeNoble, clsenoble11@gmail.com

130-34 Abandoning a Goal: When Meeting the Minimum Requirement Is Impossible
Research shows that when pursuing 2 goals, individuals first try to achieve the minimum requirements for both goals first before striving to attain the aspiration levels. Only when there are insufficient resources to achieve both minimum requirements do individuals abandon one goal in favor of the other.
Huey Woon Lee, Singapore Management University
Serena Wee, Singapore Management University
Submitter: Huey Woon Lee, hueywoon.2012@ps.smu.edu.sg

131. Symposium/Forum: 10:00AM-11:20AM
Australia 3
Ideal Point IRT Modeling: Advances in Personality Assessment
This symposium presents recent applications of the generalized graded unfolding model (GGUM), an item response theory (IRT) model reflecting the ideal point process. The authors discuss the development, application, and potential difficulties that arise for personality measures built with ideal point assumptions.
Rachel L. Williamson, University of Georgia, Co-Chair
Christopher M. Castille, Rutgers University, Co-Chair
Alexandra Harris, University of Georgia, Co-Chair
Christopher M. Castille, Rutgers University, A Comprehensive Hierarchical Unfolding Measurement Model of Cybernetic Big 5 Theory Traits
Alexandra Harris, University of Georgia, Rachel L. Williamson, University of Georgia, Nathan T. Carter, University of Georgia, Investigating Curvilinearity With an Ideal-Point Measure of Openness
Stephen A. Robertson, Clemson University, Rachel L. Williamson, University of Georgia, Brooke Stettler, Clemson University, Cynthia L.S. Pury, Clemson University, n Unfolding Analysis of the Personality Inventory for the DSM-5
Garet C. Foster, Bowling Green State University, Hanyi Min, Bowling Green State University, Michael J. Zickar, Bowling Green State University, Rachel T. King, DDI, The Use of Double-Barreled Items in Ideal Point Scales
Stephen Stark, University of South Florida, Discussant
Submitter: Rachel L. Williamson, willi2493@uga.edu

132. Symposium/Forum: 10:00AM-11:20A N. Hemisphere A3
Exploring New Frontiers: Building Better Teams on Earth and Beyond
The prospect of sending a team to Mars by the year 2030 challenges organizational scientists to build new conceptual lenses and leverage advanced analytic and computational methods to hasten understanding and prediction of team performance. This symposium showcases 5 recent advances, all inspired by the challenge of space exploration.
Leslie A. DeChurch, Northwestern University, Chair
Suzanne T. Bell, DePaul University, Co-Chair
Noshir Contractor, Northwestern University, Co-Chair
Jacqueline Ng, Northwestern University, Brennan Antone, Northwestern University, Zachary Gibson, Georgia Institute of Technology, Suzanne T. Bell, DePaul University, Leslie A. DeChurch, Northwestern University, Noshir Contractor, Northwestern University, Crew Recommender for Effective Work in Space: CREWS
Jessica M. Webb, Michigan State University, Jeffrey Olenick, Michigan State University, Aurora J. Dixon, Michigan State University, Kim Binstead, University of Hawaii, Chu-Hsiang Chang, Michigan State University, Steve W. J. Kozlowski, Michigan State University, Comparing Long-Duration Team Dynamics in a Mars Exploration Simulation
C. Shawn Burke, University of Central Florida, Shannon L. Marlow, Rice University, Chelsea Iwig, Rice University, Eduardo Salas, Rice University, Examining Team Roles in Spaceflight
Aurora J. Dixon, Michigan State University, Jessica M. Webb, Michigan State University, Jeffrey Olenick, Michigan State University, Jeff Ayton, Australian Antarctic Division, Ralph Harvey, Case Western Reserve University, James Kerner, Case Western Reserve University, Chu-Hsiang Chang, Michigan State University, Steve W. J. Kozlowski, Michigan State University, Using Experience Sampling Data to Examine Relationships Between Team Processes
Tripp Driskell, Florida Maxima Corporation, Eduardo Salas, Rice University, C. Shawn Burke, University of Central Florida, James Driskell, Florida Maxima Corporation, Who Said What? Language as an Indicator of Group Dynamics
Submitter: Leslie A. DeChurch, dechurch@northwestern.edu

133. Special Events: 10:00AM-11:20AM
N. Hemisphere A4
Featured Session: The Future of I-O in Practice: Insights From Award Winners
The future of I-O psychology in practice is changing. To establish a successful career, practitioners need top-notch training and agility throughout their careers. SIOP brings together recent winners of the Distinguished Teaching and Distinguished Early Career Practice Awards to share best practices in teaching and practice.
Ann H. Huffman, Northern Arizona University, Host
Chockalingam Viswesvaran, Florida International University, Host
Satosi S. Culbertson, University of Portland, Presenter
David L. Van Rooy, Wal-Mart Stores, Presenter
Submitter: Madhura Chakrabarti, mchakrabarti@deloitte.com

134. Symposium/Forum: 10:00AM-11:20AM
N. Hemisphere E1
Viva la Affective Revolution! Using Affect to Understand Organizational Behavior
Four papers collectively examine a variety of affective constructs and demonstrate how researchers can apply these constructs to a diverse array of I-O topics. Specifically, the symposium illustrates how researchers can conceptualize affect at varying levels of breadth/specificity and use affect to better understand organizational behavior.
Yochi Cohen-Charash, Baruch College-CUNY, Chair
Michael F. Gonzalez, The Graduate Center & Baruch College, CUNY, Co-Chair
Elliott C. Larson, The Graduate Center & Baruch College, CUNY, Co-Chair
Courtney Williams, University of North Carolina Charlotte, Janaki Gooty, University of North Carolina Charlotte, Constructive Expression of Leader
135. Symposium/Forum: 10:00AM-11:20AM N. Hemisphere E2

Game-Based Assessment: Concepts and Insight From Research and Practice

Game-based assessment (GBA) creates a lot of interest in research and practice of assessment. The symposium provides a conceptual framework for GBA. Against this backdrop it investigates different types of GBA that were developed for practice and how they relate to ability tests and personality questionnaires.

Tim Warszta, Westcoast University of Applied Sciences, Alina Siemsen, Westcoast University of Applied Sciences, Gamified Assessment

Lara Montefiori, UCL Arctic Shores, Games-Based Assessment, Insight From a Tech Startup

Achim Preuss, cut-e Group, Howard Grosvener, cut-e UK, Gamifying Situational Judgment

Lara Montefiori, UCL Arctic Shores, Katharina Lochner, cut-e Group, Achim Preuss, cut-e Group, Maria Panagiotidi, Staffordshire University, Gamified and “Classical” Psychometric Assessment: Convergent, Divergent, and Incremental Valid

Submitter: Katharina Lochner, katherine.lochner@cut-e.com

136. Panel Discussion: 10:00AM-11:20AM N. Hemisphere E3

Invisible Identities, Valuable Allies: Engaging Hidden Diversity Advocates

This panel will highlight research surrounding invisible and intersecting identities (such as those with chronic illness, invisible disabilities, women of color, and first generation college faculty) and will explore ways these groups may serve as valuable allies to those with more visible minority status. The challenges and barriers these workers face, as well as their unique contributions to the workplace, will be discussed.

Laura Provolt, University of Georgia, Co-Chair

Kecia M. Thomas, University of Georgia, Co-Chair

Alissa M. Manolescu, University of Georgia, Panelist

Stephanie N. Downey, NCR Corporation, Panelist

Janice Gassam, Hofstra University, Panelist

Lindsay Johnson, University of Cincinnati, Panelist

Submitter: Laura Provolt, lprovolt@gmail.com

137. Panel Discussion: 10:00AM-11:20AM N. Hemisphere E4


Data analytic techniques continue to evolve and incorporate more and more sophisticated methodologies. This panel will explore big data techniques that are available and generate discussion around items you need to know and consider, including both risks and rewards involved in using big data analytics.

Emilee B. Tison, DCI Consulting Group, Inc., Chair

Richard A. Guzzo, Mercer, Panelist

Charles N. MacLane, retired, Panelist

Nathan J. Mondragon, HireVue, Panelist

Richard F. Tonowski, U.S. Equal Employment Opportunity Commission, Panelist

Submitter: Emilee B. Tison, etison@dciconsult.com

138. Symposium/Forum: 10:00AM-11:20AM S. Hemisphere I

Why, How, and When: Advancing the Literature on Workplace Incivility

In this session, a series of 5 studies examines the antecedents of incivility, the ways through which incivility affects individual and organizational outcomes, and when incivility is most detrimental. Results can help organizations develop more effective interventions to mitigate the effects of incivility or decrease its presence in workplaces.

Paula Costa, Texas A&M University, Co-Chair

Kathi N. Miner, Texas A&M University, Co-Chair

Yimin He, Texas A&M University, Paula Costa, Texas A&M University, Jessica M. Walker, Texas A&M University, Kathi N. Miner, Texas A&M University, Robert L. Wooderson, Texas A&M University, Political Identity Dissimilarity, Workplace Incivility, and Declines in Wellbeing

Kerri C. Nelson, University of Connecticut, Vicki J. Magley, University of Connecticut, Appraising Incivility: When Perpetrators Are Also a Source of Support

Jessica M. Walker, Texas A&M University, Kathi N. Miner, Texas A&M University, Stephanie E.V. Brown, Texas A&M University, Consequences for Bystanders of Ambient Race-Based Workplace Incivility

Jaclyn M. Jensen, DePaul University, Michael Cole, TCU, Robert S. Rubin, DePaul University, Contextual Influences on a Climate for Incivility and Retail Shrinkage

Jingqian Yao, National University of Singapore, Yang Guo, National University of Singapore, Weixuan Ng, National University of Singapore, Sandy Lim, National University of Singapore, Amy Y. Ou, National University of Singapore, Workplace Incivility: A Meta-Analytic Review

Submitter: Paula Costa, plc339@tamu.edu

139. Symposium/Forum: 10:00AM-11:20AM S. Hemisphere II

How Do (and Should) We Make Sense of Our Data?

There has been an increasing amount of energy directed at differences between recommended and actual research practices. There is also skepticism regarding the degree to which a problem exists. The purpose of this symposium is to present research showing that there is a disconnect between actual and recommended practices.

Jose M. Cortina, George Mason University, Chair

Zitong Sheng, George Mason University, James C. Meaden, George Mason University, Chelsey Hartzler, George Mason University, Jose M. Cortina, George Mason University, Current Practices in the Use of Model Fit Indices

Levi Shiverdecker, Pennsylvania State University, Brett H Neely, Penn State, The Use/Misuse of Regression Based Coefficients Across the Decades

Hannah Markell, George Mason University, Xue Lei, George Mason University, Cyrus Foroughi, George Mason University, Restricted Between-Study Variance in Meta-Analytic Moderators

Kathleen R. Keeler, George Mason University, Wenson Kong, George Mason University, Jose M. Cortina, George Mason University, Connecting Restriction of Variance Arguments to Variances: A Meta-Analysis

James M. LeBreton, The Pennsylvania State University, Discussant

Submitter: Jose M. Cortina, jcortina@gmu.edu

140. Symposium/Forum: 10:00AM-11:20AM S. Hemisphere II

Promoting and Understanding Survey Response Effort

Survey data may lead to incorrect conclusions when respondents fail to display the requisite amount of effort and attention. This symposium presents recent investigations that focus on increasing response effort and decreasing careless responding, and that highlight the potential problems low response effort may produce.

Jason L. Huang, Michigan State University, Chair

Nathan A. Bowling, Wright State University, Co-Chair

Nicole M. Francavilla, North Carolina State University, Adam W. Meade, North Carolina State University, Examining Whether Virtual and In-Person Proctors Reduce Careless Response

Justin J. Aqwa, Wayne State University, Reed J. Bramble, Wayne State University, Mengqiao Liu, DDI, Jason L. Huang, Michigan State University, Insufficient Effort Responding and Dark Triad Personality: Reducing the Confound

Caleb Bragg, Central Connecticut State University, Nathan A. Bowling, Wright State University, Kevin T. Wynne, APTMetrics, Does Video-Simulated Researcher-Participant Social Contact Reduce Careless Responding?

Richard D Yentes, North Carolina State University, Lori L. Foster, North Carolina State University, Adam W. Meade, North Carolina State University, Samuel B. Pond, III, North Carolina State University, Data Quality in Online Surveys: The Role of Survey Length

Submitter: Jason L. Huang, huangj@msu.edu
Dos and Don'ts: Thriving as PhD, Master's, and Undergraduate Students
A diverse panel will share unique and entertaining insights on surviving and thriving as a graduate student through a new series of “what would you do?” questions. Academics and practitioners will engage in small group discussions, each personalized to PhD, master’s, and undergraduate status. Presubmitted questions to the chair are encouraged.
Sara J. Perry, Baylor University, Chair
Kori Callison, University of Alaska-Anchorage, Presenter
Jake W. Forsman, KPMG, Presenter
Chester Harvey, Berkeley Research Group, LLC, Presenter
Emily M. Hunter, Baylor University, Presenter
Elliot D. Lasson, UMBC, Presenter
Ari A. Malka, University of California, Northridge, Presenter
Alex Milam, University of Houston-Clear Lake, Presenter
Cristina Rubino, California State University, Northridge, Presenter
Mindy K. Shoss, University of Central Florida, Presenter
Robert W. Stewart, PDRI, a CEB Company, Presenter
Submitter: Sara J. Perry, Sara_Perry@baylor.edu

Hacking It in Academia: Life Hacks for Women in Academic Careers
This alternative session uses life hacking to help women navigate 5 areas of academia: teaching, service, collaborating, the job market, and work–life management. The session includes a presentation on life-hacks used by successful women in academia and an opportunity for participants to discuss and share their own life hacks.
Cathleen Clerkin, Center for Creative Leadership, Co-Chair
Melanie Henderson, Ohio Wesleyan University, Co-Chair
Submitter: Cathleen Clerkin, clerkinc@crel.org

Dos and Don'ts: Thriving as PhD, Master's, and Undergraduate Students
A diverse panel will share unique and entertaining insights on surviving and thriving as a graduate student through a new series of “what would you do?” questions. Academics and practitioners will engage in small group discussions, each personalized to PhD, master’s, and undergraduate status. Presubmitted questions to the chair are encouraged.
Sara J. Perry, Baylor University, Chair
Kori Callison, University of Alaska-Anchorage, Presenter
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Emily M. Hunter, Baylor University, Presenter
Elliot D. Lasson, UMBC, Presenter
Ari A. Malka, University of California, Northridge, Presenter
Alex Milam, University of Houston-Clear Lake, Presenter
Cristina Rubino, California State University, Northridge, Presenter
Mindy K. Shoss, University of Central Florida, Presenter
Robert W. Stewart, PDRI, a CEB Company, Presenter
Submitter: Sara J. Perry, Sara_Perry@baylor.edu

Hacking It in Academia: Life Hacks for Women in Academic Careers
This alternative session uses life hacking to help women navigate 5 areas of academia: teaching, service, collaborating, the job market, and work–life management. The session includes a presentation on life-hacks used by successful women in academia and an opportunity for participants to discuss and share their own life hacks.
Cathleen Clerkin, Center for Creative Leadership, Co-Chair
Melanie Henderson, Ohio Wesleyan University, Co-Chair
Submitter: Cathleen Clerkin, clerkinc@crel.org

144-4 Understanding the Influence of Abusive Supervision on Employee Voice Behavior
This study examines the negative influence of abusive supervisors on employee voice through psychological safety. Additionally, in order to mitigate the adverse effects of abusive supervision both on psychological safety and on employee voice, organizational support is proposed as a situational moderator. Theoretical and practical implications are also discussed.
Woohye Choi, Seoul National University
Jung Hyun Lee, Seoul National University
Soohyun Yoon, Seoul National University
Seokhwa Yun, Seoul National University
Submitter: Woohye Choi, woohyeely@gmail.com

144-5 Correlations Between Moral Intensity Dimensions and Individual Difference Variables
This poster examines the relationship between moral intensity dimensions based on Jones’ issue contingent model and several individual difference variables. Results reveal that moral intensity dimensions are related to several individual differences, suggesting moral intensity may be influenced by how one perceives a situation.
Alisha M. Ness, University of Oklahoma
Shane Connelly, University of Oklahoma
Brett Torrence, University of Oklahoma
Megan Rene Turner, University of Oklahoma
Submitter: Alisha M. Ness, alishamarie@gmail.com

144-6 Leaders in the Laboratory: A Meta-Analysis of Laboratory Experience Variables
This study presents a meta-analytic investigation of the impact of study setting on leadership research findings. Eighty-two effect sizes from independent studies (\( N = 22,173 \)) were used to test the impact of different methodological factors (e.g., research setting, sample type, sample demographics), theoretical framework (e.g., transformational, authentic), and predictor–outcome relationships.
Matthew P. Crayne, Pennsylvania State University
Brett H. Neely, Pennsylvania State University
Samuel T. Hunter, Pennsylvania State University
Submitter: Brett H Neely, bhneely3@gmail.com

144-7 Leadership Lessons for Effective Workplace Meetings
Research investigated leadership style and its relation to meeting effectiveness. Working adults were given vignettes describing meetings run by their supervisor and if those supervisors aligned with participative, directive, or laissez-faire styles. Work locus of control and organizational commitment influenced the strength and direction of the relationships.
Nicole B. Landowski, University of Nebraska at Omaha
John D. Crowe, University of Nebraska at Omaha
Joseph A. Allen, University of Nebraska at Omaha
Submitter: Nicole B. Landowski, nicolelandowski@gmail.com

144-8 Challenging Experiences, Learning Agility, and Extrinsic Career Success
Addressing past calls for more research, this study examined hypotheses involving challenging experiences, learning agility, and extrinsic career success. Results based on 1,700 U.S. based leaders suggest challenging experiences fully mediate the relationship between learning agility and career success. Learning agility interacts with challenging experiences in predicting compensation.
144-9 Best Practices for a Coaching Practice or Internal Coaching Program
This mixed-method study began with a job analysis, followed by a quantitative survey utilizing the best–worst scaling technique. The results show that external coaches place greater importance on client engagements. Internal coaches focus on building internal support for a coaching program and ensuring alignment with organizational goals.

Joel A. DiGirolamo, International Coach Federation (ICF)
George Rogers, International Coach Federation (ICF)
Philip J. Heink, Ascension Analytical Group
Submitter: Joel A. DiGirolamo, joeldig@gmail.com

144-10 Consuming Leadership: Examining Effects of Inspirational Leadership Quotes
As the popular press and organizations alike turn to leadership quotes for inspiration and motivation, research examines the effect these quotes have on leader fit and effectiveness, proactivity, and intention to change. Results indicate no differences among leadership conditions, uplifting life quotes, or a control group.

Aidan Dumaisnil, University of Calgary
Justin M. Weinhardt, University of Calgary
Nick Turner, University of Calgary
Submitter: Aidan Dumaisnil, aidandumaisnil@gmail.com

144-11 Leader–Subordinate CIP Mental Model Congruency and Creative Problem Solving
This study examines the effects of leadership type and (in)congruency on creative performance, where classification of type is based on the charismatic, ideological, and pragmatic (CIP) model of leadership. Findings indicate that leadership type and congruency have effects on the fluency, flexibility, and originality of creative output.

Shannon Cooney, Creighton University
Joshua Fairchild, Creighton University
Submitter: Joshua Fairchild, joshuafairchild@creighton.edu

144-12 Examining Leader/Follower Characteristics: Comparing Large Student and Work Samples
Leadership research is crucial in organizational research. This study isolated unique characteristics from shared traits for both leaders and followers in using a large work sample. Results from this research provide a need to reevaluate the way researchers and practitioners interpret and implement implicit leader and follower theories.

Micah Roediger, Virginia Tech
Patrick T. Coyle, Lycoming College
Yashna Shah, Virginia Tech
Jessica Gladfelter, Virginia Tech
Derek A. Burns, Virginia Tech
Roseanne J. Foti, Virginia Tech
Submitter: Micah Roediger, micah@vt.edu

144-13 Leadership Behavior Needed and Exhibited
This study examined how leadership behaviors (initiating structure and consideration) and needs for leadership behaviors were related to leader’s well-being. Results showed that leaders’ irritation increased as leaders’ consideration deviated from what leaders need. However, there were not significant relationships between initiating structure and leaders’ well-being.

Wongun Goo, Indiana University East
Submitter: Wongun Goo, wgo@iu.edu

144-14 Implications for Being Labeled a Follower on Affect and Self-Esteem
Authors examined the implications of being labeled a follower versus a leader for affect and self-esteem. Using an experimental design, results indicated significantly lower state positive affect and self-esteem for participants labeled as followers compared to those participants assigned to the control condition or leader condition.

Alexa Young, Cubic Corporation
Dustin R. Abbott, San Diego State University
Richard L’Heureux, San Diego State University
Mark G. Ehrhart, San Diego State University
Submitter: Dustin R. Abbott, dustinabbott@gmail.com

144-15 How Effort–Reward Imbalance Moderated Emotional Intelligence, Ethical Leadership, and Engagement
In a survey of 416 managers, emotional intelligence positively related to ethical leadership, and ethical leadership positively related to leader’s work engagement. The emotional intelligence—work engagement relationship was mediated by ethical leadership. Effort and reward imbalance moderated the ethical leadership—work engagement relationship. Study supported the moderated mediation model.

Jie Ma, Hofstra University
Hyvönen Karinna, University of Jyväskylä
Cong Liu, Hofstra University
Taru Feldt, University of Jyväskylä
Submitter: Jie Ma, yonasma28@gmail.com

144-16 Behind the Times: Examining the Development of Shared Leadership Emergence
Longitudinal random coefficient modeling (RCM) was used to investigate how conclusions about shared leadership emergence change as a function of how time is operationalized. Leadership emergence was measured over 6 waves, using 105, 4-person ad-hoc tea. Analyses showed that both fixed and random effects changed depending on the “snapshot” analyzed.

Bryan P. Acton, Virginia Tech
Maureen E. McCusker, Virginia Tech
Roseanne J. Foti, Virginia Tech
Michael T. Braun, University of South Florida
Submitter: Bryan P. Acton, bacton@vt.edu

144-17 Swipe Right: Building Purposeful Strategic Networks
In this investigation, authors present a new direction for individuals wishing to enhance their professional network by building a social support base that is meaningful and purposeful. After controlling for Extraversion, findings revealed that a personal sense of purpose positively predicted satisfaction with one’s developmental network.

Dana L. Kendall, Seattle Pacific University
Robert McKenna, Seattle Pacific University
Heather Kohlman Olsen, Seattle Pacific University
Keith Price, Seattle Pacific University
Reetu Sandhu, Seattle Pacific University
Submitter: Dana L. Kendall, kendald@spu.edu

144-18 Reading Charismatic Leader Biographies Influences Ethical Decision Making
Undergraduates read excerpts from the biographies of notable, charismatic politicians from the 20th century and then were asked to solve 4, complex ethical dilemmas. Results indicated that participants who processed story content in depth were more likely to imitate the ethics of the leaders about which they read.

Logan L. Watts, University of Oklahoma
Alisha M. Ness, University of Oklahoma
Logan M. Steele, University of Oklahoma
Michael D. Mumford, University of Oklahoma
Submitter: Logan L. Watts, loganwatts@gmail.com

144-19 Does LMX Agreement Predict Performance? The Role of Transactional Leadership
The authors examined the role of transactional leadership in LMX (dis)agreement–performance relationships by assessing 124 leader–subordinate dyads. Findings suggest that task performance is higher when leaders perceive LMX quality more favorably than their subordinates, and high levels of transactional leadership buffer the negative LMX disagreement–task performance relationship.

Emem Laguda, Lagos Business School
Zachary M Roberts, University of Houston
Sade Olufemi-Ayoola, Lagos Business School
Submitter: Dustin R. Abbott, dustinabbott@gmail.com
144-20 Profiles of Expressed Humility in Leadership
Authors examined expressed humility in leadership across a sample of business students and a sample of engineering students who were engaged in long-term project teams. Results robustly supported a 3-profile solution as optimal. Differences were observed across the profiles in leadership self-efficacy and team performance, supporting validity of the profiles.
Matthew J. W. McLamon, Oakland University
Justin M. Weinhardt, University of Calgary
Thomas A. O’Neill, University of Calgary
Aidan Dumaisnil, University of Calgary
Submitter: Matthew J. W. McLamon, mattmclamon@oakland.edu

144-21 Toxic Followership: Development of the Follower Categories Assessment (FCA)
Using the toxic triangle of leadership as the basis, a scale to measure followers who are typed as colluders and conformers was developed. Factor, reliability, and correlational analyses support the new instrument's functionality for empirical research on the toxic triangle.
Kailash Malla, Los Angeles Unified School District
Jung-Jung Lee, California State University, San Bernardino
Janet L. Kotke, California State University, San Bernardino
Kathie L. Pelleiter, California State University, San Bernardino
Submitter: Janet L. Kotke, jkotke@csusb.edu

144-22 Effects of Team Power Distance and Leader Emergence on Teams
Using 43 student teams, this poster examined the conditional indirect effects of team power distance and leader emergence on team processes through leader effectiveness. Findings indicate that teams high in power distance perceived highly emergent leaders as the most effective, which in turn led to more transition process behaviors.
Alexandra Jacobsen, Central Michigan University
Stephen O. Attar, Central Michigan University
Matthew S. Prevett, Central Michigan University
Submitter: Alexandra Jacobsen, ajacobsen14099998@hotmail.com

144-23 A Multilevel Model of Leadership Development Outcomes
At 2 months post program, research examined the impact of increased self-awareness on change in leader effectiveness through self-reported perceptions of change in leader efficacy at both the within and between levels. At both levels of analysis, higher leader self-awareness led to higher leader efficacy, which resulted in greater leader effectiveness.
Stephen F. Young, Center for Creative Leadership
Philip W. Braddy, Center for Creative Leadership
Heather Champion, Center for Creative Leadership
Michael Raper, Center for Creative Leadership
Submitter: Stephen F. Young, youngs@ccl.org

144-24 Supporting Organizational Learning and Retention: Whose Authentic Leadership Matters Most?
Authors examined the relative importance of formal versus shared authentic leadership in predicting organizational learning and retention outcomes. Results show authentic leadership exhibited by peers to be more predictive of organizational learning, whereas authentic leadership exhibited by supervisors was more predictive of retention outcomes. Leadership development implications are discussed.
Christa E. Kiersch, University of Wisconsin-La Crosse
Alanna Christine Roesler, University of Wisconsin-La Crosse
Jonathan Flinchum, University of Wisconsin-La Crosse
Submitter: Christa E. Kiersch, ckiersch@uwlax.edu

144-25 Leadership Development Through Virtual Teams and Case-Based Discussion
This study was conducted to examine leadership development using virtual teams. Authors developed a program that used virtual meetings and case-based discussion to measure changes in leadership skills. Results showed significant improvements in leader identity and leader self-efficacy.
Eric Scheller, University of Nebraska-Omaha
Ryan P. Royston, University of Nebraska-Omaha
Roni Reiter-Palmon, University of Nebraska-Omaha
Stephanie J Sands, Creighton University
David Kocsis, University of Nebraska-Omaha
Abdulrahman Alothaim, University of Nebraska-Omaha
Ginamrie Ligon, University of Nebraska-Omaha
Lynn K. Harland, SPHR/University of Nebraska-Omaha
Douglas C. Derrick, University of Nebraska-Omaha
Gert-Jan de Vreede, University of Nebraska-Omaha
Susan Jensen, University of Nebraska-Kearney
Submitter: Eric Scheller, escheller@unomaha.edu

144-26 Shoulder to Lean on or Cheerleader? Leader Emotion Management Strategies
Authors conducted a study examining the effects of leaders being considerate and supportive versus exhibiting positive emotional uplifts. Only when leaders were both considerate and uplifting did participants report significantly higher satisfaction with the leader and LMX. Neither behavior had a significant effect in isolation.
Seth A. Kaplan, George Mason University
Vias C. Nicolaides, George Mason University
Gregory A. Ruark, U.S. Army Research Institute
Jose M. Cortina, George Mason University
Veronica L. Gilrane, Google
Submitter: Seth A. Kaplan, skaplan1@gmu.edu

144-27 Predicting Leadership: Self-Perceptions and Legitimacy in Group Decision-Making Tasks
This study tested the effects of leadership self-perceptions on others’ perceptions of the individual as a leader in 2 different contexts: groups with established hierarchies and leaderless groups. Both self-perceptions and legitimacy directly affected others’ leadership perceptions (controlling for other individual differences), and self-perceptions were not moderated by legitimacy.
Mary Selden, University of Georgia
Adam S. Goodie, University of Georgia
Submitter: Mary Selden, mselden@uga.edu

144-28 Vice or Virtue? Linking Pride and Daily Leadership Behaviors
A daily-diary study on relationships between pride and leadership behaviors was conducted. Leader authentic pride was positively related to beneficial leadership behaviors, and leader hubristic pride was positively related to harmful leadership behaviors. There was also evidence of cross-level interactions, such that trait pride affected the strength of these relationships.
Edward Yeung, University of Waterloo
Winny Shen, University of Waterloo
Submitter: Edward Yeung, egmyeung@gmail.com

144-29 Innovative Management Promotes Leadership Commitment, Development, and Succession
Surveying 9,000+ leaders, firm management styles and their relationship with talent management were examined. Findings indicate innovative management positively related to a series of strategic talent management goals (p < .001), and supporting a moderated mediation model, including talent management quality, leader commitment, leadership skills, and succession effectiveness.
Joshua Bush, ICCM
Thomas S. Skiba, DDI
Submitter: Joshua Bush, JBush2014@my.fit.edu

144-30 Developing Minority Leaders: Key Success Factors of Asian Americans
Qualitative interviews with 39 key informants (middle managers to CEOs) at Fortune 500 companies, representing a variety of industries, identified 8 key success factors: Cultural Acumen, Rules of Success, Leadership Branding, Communication, Social Decorum, Leadership Aspiration, Career Determinism, and Cultural Inclusion.
Thomas Sy, University of California, Riverside
Susanna Tran, University of California, Riverside
Alex Leung, University of California, Riverside
Submitter: Alex Leung, alex.leung@email.ucr.edu
144-31 Legitimacy Matters: The Effectiveness of Authoritarian Leadership in Organizations
This study investigated authoritarian leadership’s legitimacy gained from individual obedience value and organizational support as the cross-level moderators to influence leaders’ effectiveness. Based on 2,767 employees’ data from 15 companies, authors found higher employees’ obedience values and lower organizational support mitigate the negative relationship of authoritarian leadership and outcomes.
Kaili Zhang, Organizational Behavior
Ningyu Tang, Shanghai Jiaotong University
Xu Huang, Hong Kong Baptist University
Submitter: Kaili Zhang, zhangkailiy@126.com

144-32 The Effects of Leader Cognition and Motivation–Control/Self-Regulation Across Performance Domains
The effects of cognitive abilities and noncognitive attributes and skills on leader performance were examined. Using a configurational approach, findings support the differential effects of individual factors on task and contextual performance. Task and contextual performance both improved with high motivation/self-regulation, while high cognitive skills affected only task performance.
Randy J. Brou, US Army Research Institute
Jennifer S. Tucker, US Army Research Institute
Trisha Patel, Auburn University
Submitter: Jennifer S. Tucker, jennifer.s.tucker.civ@mail.mil

144-33 The Predictive Validity of Constructive and Dysfunctional Self-Talk
This study investigates constructive and dysfunctional self-talk’s relationships with satisfaction, self-efficacy, and performance. Authors also examine whether constructive and dysfunctional self-talk can explain incremental variance in the aforementioned outcomes beyond variance already accounted for by several psychological constructs similar to self-talk (e.g., self-leadership skills and personality).
Benjamin Uhrich, The University of North Carolina at Charlotte
Steven G. Rogelberg, University of North Carolina Charlotte
Eleanor B. Williams, University of North Carolina Charlotte
Leann E. Caudill, University of North Carolina at Charlotte
Shahar S. Gur, University of North Carolina at Charlotte
Miles M. Moffit, University of North Carolina at Charlotte
Submitter: Benjamin Uhrich, buhrich@unc Charlotte

144-34 Using Artificial Neural Networks to Predict Leadership Effectiveness
This study compared using artificial neural networks and linear regression to predict leadership effectiveness from a 360-degree leadership assessment. Artificial neural networks slightly outperformed linear regression. Including derailment ratings and balancing the data set improved with high motivation/self-regulation, while high cognitive skills affected only task performance.
Leah L. Palmer, Dollar General Corporation, Panelist
Jerry Seibert, Metrus Group, Inc., Panelist
Susan A. Walker, FedEx Freight, Panelist
Submitter: Elizabeth L. Shoefelt, betsy.shoefelt@wku.edu

146. Panel Discussion: 11:30AM-12:50PM Asia 1
What Really Matters? The What and How of Salary Negotiations
The panel will discuss the salary negotiation process from a manager’s perspective. Panelists will discuss different factors that play into their decision-making process when negotiating the starting salaries for I-O psychologists in the first 5 years of their careers. Topics discussed include effective/ineffective strategies, gender gap, and other benefits.
Gonzalo Ferro, U.S. Securities and Exchange Commission, Chair
Shelly D. Butler, SRA International, a CSRA Company, Panelist
Meredith L. Ferro, PDRI, a CEB Company, Panelist
David Hamil, Federal Aviation Administration, Panelist
Ben Porf, FMP Consulting, Panelist
Submitter: Gonzalo Ferro, ferrog@sec.gov

147. Panel Discussion: 11:30AM-12:50PM Asia 2
Leading and Managing Employees With Toxic Selves in Modern Workplace
Panelists will briefly review emerging and in-process research around the prevalence and consequences of “toxic employee selves” in organizations and engage in critical discussion with themselves and audience members on the means by which organizations can manage rising toxicity in their workers and prevent it from degrading performance.
Scott Eggebeen, New York University, Chair
Jefrey R. Bentley, California State University, Long Beach, Panelist
Rebecca Badawy, Youngstown State University, Panelist
Paul Harvey, University of New Hampshire, Panelist
Submitter: Jefrey R. Bentley, bentley.jeff@gmail.com

148. Panel Discussion: 11:30AM-12:50PM Asia 4
Dueling Consultants: Am I the Smarter One Here?
Business collaborations are increasingly common. This session addresses the challenges and opportunities surrounding multi consultant work. Topics will include experiences and recommendations to address the working relationships between external and internal consultants, different external consultants, and primary and subcontracted consultants. Topics include maintaining intellectual property, client focus, and one’s professional reputation.
Rick H. Pollak, IBM, Chair
Sarah R. Johnson, Perceptyx, Panelist
Emily Riggs, Talent Matters LLC, Panelist
Robert A. Schmieder, Schmieder Consulting, LLC, Panelist
Jack W. Wiley, Manchester University, Panelist
Submitter: Rick H. Pollak, rickpollak@optonline.net

149. Panel Discussion: 11:30AM-12:50PM Asia 5
Talent Analytics That Work: Making a Real Organizational Impact
This panel will provide insights on using talent analytics to make a real difference in organizations. The focus will be on organizational impact rather than analytic methods, with topics including building analytics teams, identifying high impact priorities, and collaborating to drive significant performance improvements through analytics.
Darryl R. Roberts, Accenture, Chair
Pat M. Caputo, Facebook, Panelist
Alan L. Colquitt, Eli Lilly & Company, Panelist
Jenny C. Kuang, PG&E, Panelist
Paul Noonan, Santander US, Panelist
Submitter: Darryl R. Roberts, darryl.r.roberts@accenture.com

150. Symposium/Forum: 11:30AM-12:50PM Australia 3
Leadership and Innovation: New Theoretical and Empirical Developments
Facilitating innovation is a top concern of organizations, and effective leadership is increasingly being recognized as a solution. However, this...

Friday Seminar: The Intersection of Diversity and Defensibility PREREGISTRATION AND ADDITIONAL FEE REQUIRED. The demographic and cultural shifts reshaping our workforce have ushered in new challenges for employers seeking to embrace inclusivity while concurrently mitigating risk in talent management and reward practices. This session will help participants understand how legal defensibility goals can align with and even advance diversity and inclusion goals.

Brent J. Lyons, Simon Fraser University, Coordinator
Toni S. Locklear, APTMetrics, Inc., Presenter
Keith A. Caver, M.S., APTMetrics, Presenter
Submitter: Brent J. Lyons, blyons@sfu.ca

Friday Seminar: Experience Sampling Methodology PREREGISTRATION AND ADDITIONAL FEE REQUIRED. This seminar is designed to help researchers and practitioners understand and utilize novel techniques to capture employee experiences in real time on a regular basis to address interesting and important organizational questions.

Yuije Zhan, Wilfrid Laurier University, Coordinator
Louis Tay, Purdue University, Presenter
Manilyn A. Uy, Nanyang Technological University, Presenter
Submitter: Yuije Zhan, yzhan@wlu.ca

Symposium/Forum: 11:30AM-12:50PM  N. Hemisphere A5

Serious Assessment Games and Gamified Assessment: Emerging Evidence

Despite a lack of evidence supporting assessment games and gamified assessment, both are increasingly being used to hire job applicants; a new assessment industry is forming. This symposium presents evidence from both academicians and practitioners within and outside of I-O psychology to explore reactions, validity, and practical concerns.

Richard N. Landers, Old Dominion University, Chair
Richard N. Landers, Old Dominion University, Andrew B. Collmus, Old Dominion University, Andrew B. Collmus, Old Dominion University, Salih Mujic, Revelian, Jaron A. Blaik, Revelian, Empirical Validation of a General Cognitive Ability Assessment Game
Zachary T. Kalinski, SkillCheck, A Symphony Talent Company, Empowering Job Seekers by Gamifying the Recruitment and Selection Process
Elizabeth M. Short, University of Missouri Science and Technology, Nathan Weidner, Missouri S&T, Mgrdhic A. Sirabian, Wayne State University, Exploring Workplace Relevant Correlates of World of Warcraft Achievements
Darshana Z. Narayanan, pymetrics, Avital Gertner Samet, pymetrics, Evan I. Blumgart, pymetrics, Julie J. Yoo, pymetrics, Matthew Malter Cohen, pymetrics, Frida E Polli, pymetrics, Gamification as a Platform to Reduce Bias
Benjamin Hawkes, Shell International, Discussant
Submitter: Richard N. Landers, rlanders@odu.edu

Master Tutorial: 11:30AM-12:50PM  N. Hemisphere A5

Automated Data Collection: An Introduction to Web Scraping With Python
This interactive session guides participants on how to collect data from the web using the python programming languages. A 10-line process of web scraping is demonstrated, and this method is flexible enough to provide the foundation for participants to scrape data on their own from a multitude of websites.

Jorge Ivan Hernandez, DePaul University, Presenter
Submitter: Jorge Ivan Hernandez, ivan.hernandez@depaul.edu

Symposium/Forum: 11:30AM-12:50PM  N. Hemisphere A5

Gender Disparities in the STEM Workforce: Addressing the Pipeline Leaks
Five papers address disparities facing women in STEM career pursuits. Topics include stereotypes of female scientists and how stereotype threat impacts women’s STEM leadership quests; role models and
mentors for increasing belongingness and career expectancies; and reactions to male and female allies for women in STEM.

Margaret S. Stockdale, Indiana University-Purdue University Indianapolis, Chair
Grace McCullough, Indiana University, Purdue University Indiana, Margaret S. Stockdale, Indiana University-Purdue University Indianapolis, Conference A. Laughman, Indiana University-Purdue University Indianapolis, Leslie Ashburn-Nardo, Indiana University-Purdue University Indianapolis, Think

Scientists, Think ?: Chasing the Elusive Scientist Stereotype
Evava S. Pietri, Indiana University-Purdue University Indianapolis, India Johnson, Elon University, Ezgi Ozgumus, Indiana-Purdue University Indianapolis, Encouraging Black Women’s Trust and Comfort at STEM Companies
Abigail R. Corrington, Rice University, Rachel Trump-Steele, Rice University, Christine L. Nittouer, Rice University, Michelle (Mikk) Hebl, Rice University, John D. Rodgers, Baylor College of Medicine, Effect of Mentoring on Expected Competitiveness of Biomedical Graduate Students
Rachel Trump-Steele, Rice University, Michelle (Mikk) Hebl, Rice University, Male Allies: Creating Greater Buy-In for Gender Equity in STEM Fields
Submitter: Margaret S. Stockdale, pstockda@iuui.edu

159. Special Events: 11:30AM-12:50PM  S. Hemisphere I
Alliance Special Session: Ethical, Rigorous and Relevant Research
There currently are 2 very active debates in academia concerning (un)ethical scientific conduct and (re)balancing academic rigor and relevance. Presenters will report and discuss the memorandum of understanding written by an international and diverse group of organizational scholars who have worked on identifying the root problems and outlining potential solutions.

Jose M. Cortina, George Mason University, Co-Chair
Gudela Grote, ETH Zurich, Co-Chair
Ronald S. Landis, Illinois Institute of Technology, Panelist
M. Gloria Gonzalez-Morales, University of Guelph, Panelist
Submitter: M. Gloria Gonzalez-Morales, gonzalez.morales@uoguelph.ca

160. Symposium/Forum: 11:30AM-12:50PM  S. Hemisphere II
Assessment Centers: Advances in Scoring and Interpretation
As the demand to fully make use of resources in selection and development rises, ACs continue to face pressing challenges as resource-constrained environments. This symposium offers novel perspectives and research insights on AC validity focusing specifically on scoring and interpretation approaches to help advance the science and practice of ACs.

Pia Ingold, University of Zurich, Chair
Brian J. Hoffman, University of Georgia, Co-Chair
Caitlin M. Porter, University of Houston, Deborah E. Rupp, Purdue University, Sang Eun Woo, Purdue University, Considering the Usefulness of the General Factor in Assessment Centers
Brett W. Guidry, Purdue University, Exploring Decision Making With New Sources of AC Behavioral Data
Anna Luca Heimann, University of Zurich, Pia Ingold, University of Zurich, Martin Kleinmann, University of Zurich, Filip Lienvens, Ghent University, Klaus G. Melchers, Universität Ulm, Can We Assess the Big Five Personality as AC Dimensions?
Duncan J.R. Jackson, Birkbeck, University of London, Nigel R. Guenole, IBM, Liam K. Close, Birkbeck, University of London, George Michaelides, Birkbeck, University of London, Where Is the “Psychology” in Assessment Center Ratings?
Daniel Dür, Giessen University, Ute-Christine Klehe, Justus Liebig Universität Gießen, Faking in Assessment Centers: Using the Theory of Planned Behavior
Submitter: Pia Ingold, p.ingold@psychologie.uzh.ch

161. Symposium/Forum: 11:30AM-12:50PM  S. Hemisphere III
Future Leaders Please Stand Up: Evolving Succession Planning Through Metrics
Presenters from 4 organizations and consulting firms will discuss how they evaluate the effectiveness of their succession planning processes through the use of metrics. Specifically, this symposium will focus on how companies at different stages of succession planning development incorporate metrics to assess their succession decisions and process.
Zoa M. Ordonez, PepsiCo, Chair
Amanda C. Shull, Nike, Inc., Co-Chair
Christine R. Smith, The Graduate Center & Baruch College, CUNY, Amanda C. Shull, Nike, Inc., Four Learnings From Developing a Succession Planning Process at Guardian
Matthew S. Kleinman, Gartner, Inc., Using Data-Based Organization Development as a Model for Succession Planning
Allan H. Church, PepsiCo, Lily Mässen, PepsiCo, Zoa M. Ordonez, PepsiCo, Building and Implementing an Integrated Talent and Succession Management Framework
Richmond S. Fourny, Aon Hewitt, Succession Planning Effectiveness: A Consultant’s Perspective
Rob F. Silzer, HR Assessment & Development/Baruch, Graduate Center CUNY, Discussant
Submitter: Christine R Smith, christine.r.smith218@gmail.com

162. Roundtable Discussion/Conversation Hour: 11:30AM-12:50PM  S. Hemisphere IV
Why Job Stressors Impact Voice Behavior: An Ego Depletion Perspective
This research applies the challenge-hindrance stressors framework to explain the mixed results regarding the relationship between job stress and voice. The relationship between stressors and voice is assumed to be mediated by employees’ ego depletion change. Hypotheses were examined using data from 346 employees on 3 consecutive days in China.
Ying Xia, Hong Kong Polytechnic University, Host
Birgit Schyms, Durham University Business School, Host
Li Zhang, Harbin Institute of Technology, Host
Li Mingze, Huazhong University of Science and Technology, Host
Submitter: Li Mingze, lmzgoodluck87@126.com

163. Roundtable Discussion/Conversation Hour: 11:30AM-12:50PM  S. Hemisphere V
Can We Overcome the Law Enforcement Staffing Crisis?
Many law enforcement agencies report difficulty in filling their staffing needs due to small applicant pools and applicants who fail the background check. In this conversation hour, discussions will focus on the causes for the applicant shortage, recruitment and assessment strategies, and changes to the background check process.
Delisa D. Walker-Hall, US Secret Service, Host
Temea Simmons-Collins, U.S. Customs and Border Protection, Host
Mike G. Aamodt, DCI Consulting Group, Inc., Host
Submitter: Mike G. Aamodt, maaamodt@dciconult.com
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165-6 Effects of Diversity Climate on Cohesion and Well-Being

A study of 705 military personnel revealed that (a) cohesion partially mediates the effect of diversity management on emotional exhaustion; (b) conscientiousness moderates the relationship between diversity climate and cohesion (i.e., path a); and (c) conscientiousness moderates the relationship between cohesion and emotional exhaustion (i.e., path b).

L. A. Witt, University of Houston
Benjamin A. Farmer, Defense Equal Opportunity Management Center (DEOMI)
Erica Harris, U.S. Navy

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

165-7 Religious Discrimination and Accommodation in the U.S. Military: Best Practices

This study investigates the experiences of religious minorities in the United States military. Results indicate Muslim and atheist military members are more likely than Christians to experience discrimination. Furthermore, experiencing religious discrimination negatively affects workplace outcomes regardless of one’s religious affiliation.

Charlie Law, Florida Southern College
Erica Harris, U.S. Navy
Katherine Brown, Florida Southern College
Leilani Goodman, Florida Southern College
Pat L. Smith, Florida Southern College
Bryan Underkoffler, Ohio State University
Kaitlyn McCarthy, Pennsylvania State University

Submitter: Charlie Law, claw@fsouthern.edu

165-8 A Meta-Analytic Investigation Into Career Promotions and Gender

This study focuses on the issue of career promotions for men and women in organizations, which has attracted debates in the academic and business world. It employs a meta-analytic design to combine the previous research in this area and to examine the differences in promotion rates with respect to gender.

Kristina Aloyan, Goldsmiths, University, London
Nigel R Guenole, IBM
Joda Lloyd, Goldsmiths, University, London
Frank W. Bond, Goldsmiths, University of London

Submitter: Kristina Aloyan, kaloy001@gold.ac.uk

165-9 The Moderating Effects of Organizational Identification on Perceived Discrimination

This study examined the impact of perceived workplace discrimination on negative workplace outcomes (i.e., lower job satisfaction ratings, higher intentions to quit ratings, and greater reported frequency of engagement in CWBs) and moderating effects of organizational identification among a sample of African-American employees. Results and implications are discussed.

Dulce Vega, Saint Louis University
Richard D. Harvey, Saint Louis University

Submitter: Dulce Vega, vegadm@slu.edu

165-10 A Meta-Analytic Analysis of Employment Discrimination Against Muslims and Arabs

Using 40 effect sizes from 21 sources, the presence of discrimination against Muslim and Arab people in employment judgments, behaviors, and decisions across multiple countries was found. Additionally, moderator analyses revealed that discrimination is stronger in field settings and when actual employment decisions (callbacks) are being made.

Ellen E. Herrmann, University of Missouri-St. Louis
Chelsea Witt, Saint Louis University
Timothy J. Bartkoski, University of Missouri-St. Louis
Cort W. Rudolph, Saint Louis University

Submitter: Timothy J. Bartkoski, tjbf39@mail.umsl.edu
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<tr>
<td>165-11</td>
<td>Beliefs About Organizational and Unit's Commitment in Sexual Harassment Training</td>
<td>This study examined interaction effects of cynicism toward organizational change and unit ethical climate on knowledge and negative attitudes toward sexual harassment from training. Results suggested that in units low in ethical climate and high on cynicism, individuals do not retain knowledge and increase their negative attitude regarding sexual harassment.</td>
<td>Ho Kwan Cheung, George Mason University Caren Goldberg, Bowie State University Eden B. King, George Mason University Vicki J. Magley, University of Connecticut</td>
<td>Ho Kwan Cheung, <a href="mailto:hkcheung24@gmail.com">hkcheung24@gmail.com</a></td>
</tr>
<tr>
<td>165-12</td>
<td>Using Impression Management to Reduce Age Discrimination</td>
<td>Drawing on recent theories of impression management (IM), this study examines the effectiveness of social-identity based IM strategies in reducing discrimination against older applicants in job interviews. Results suggest that using IM strategies improves outcomes for older candidates, but discrimination still persists.</td>
<td>Irina Gioaba, University of Lausanne Franciska Krings, University of Lausanne</td>
<td>Irina Gioaba, <a href="mailto:irina.gioaba@gmail.com">irina.gioaba@gmail.com</a></td>
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<td>165-13</td>
<td>From Outside Looking In: How Applicants View Workplace Religious Displays</td>
<td>Participants rated a fictional organization’s attractiveness after viewing 1 of 6 interview videos depicting an Indian or White male interviewer who has Christian, Hindu, or no religious displays in his office. Significant effects were found for type of religious display, race of interviewer, and participant's preference on attractiveness ratings.</td>
<td>David A. Beane, Florida International University Ajay R. Ponnappalli, Florida International University Andrew J. Laginess, Florida International University Jaime Herrera, Florida International University Chockalingam Visvesvaran, Florida International University</td>
<td>David A Beane, <a href="mailto:dba43@gmail.com">dba43@gmail.com</a></td>
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<td>165-14</td>
<td>Women Leaders, 1985–2015: Achievement Motivations and Work Expectations</td>
<td>What are the career aspirations of today’s college students, and do they differ from their predecessors? Current college women leaders were compared to a similar group from 1985, as well as general men and women undergraduates, examining achievement orientations and career and life expectations. Similarities and differences are discussed.</td>
<td>Lynn R. Offermann, George Washington University Lauren A. Lanzo, George Washington University Kira Foley, George Washington University</td>
<td>Lynn R. Offermann, <a href="mailto:lro@gwu.edu">lro@gwu.edu</a></td>
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<td>165-15</td>
<td>Effects of Weight Bias on Leader Categorization and Evaluation</td>
<td>To examine the relation of a leader’s weight and perceived leadership qualities, weight and team performance were manipulated. Results suggest that weight bias is especially evident under conditions of poor team performance. Obese managers were blamed more for poor performance and rated significantly lower on leader prototypicality than nonobese managers.</td>
<td>Ellen E. Herrmann, University of Missouri-St. Louis Stephanie M. Merritt, University of Missouri-St. Louis</td>
<td>Ellen E. Herrmann, <a href="mailto:ellen.herrmann@mail.umsl.edu">ellen.herrmann@mail.umsl.edu</a></td>
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<td>165-16</td>
<td>Perceptions of Microaggressive Incidents Toward Asians in the Workplace</td>
<td>Authors examined the effects of race and colorblindness on perceptions of negative effects of microaggressive incidents on Asians in the workplace, as well as perceptions of intent of the microaggressor. Authors found that colorblindness predicted both perceptions of negative effects on the target and intent of the microaggressor.</td>
<td>Jennifer Y Kim, Columbia University Duoc V. Nguyen, Columbia University Caryn J. Block, Columbia University</td>
<td>Jennifer Y Kim, <a href="mailto:yjk2135@columbia.edu">yjk2135@columbia.edu</a></td>
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<td>165-17</td>
<td>Do Gender Stereotypes Limit Veteran Job Applicants?</td>
<td>Three studies found that military veterans are overrepresented in masculine jobs and are at a hiring disadvantage in feminine jobs compared to nonveterans. The efficacy of a self-presentation strategy to combat these gendered limitations was examined. Theoretical and practical implications are examined.</td>
<td>Danielle M. Gardner, Rice University Christine L. Nittouer, Rice University Michelle (Mikki) Hebl, Rice University Rachel Trump-Steele, Rice University</td>
<td>Danielle M. Gardner, <a href="mailto:gardn333@msu.edu">gardn333@msu.edu</a></td>
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<td>165-18</td>
<td>Extending the Justification–Suppression Model of Discrimination Through Qualitative Research</td>
<td>The justification-suppression model proposes that genuine prejudice differs from expressed prejudice because of factors that suppress prejudice and factors that aid in its release. This paper uses an extended case study to build upon this theory. The result is a theoretical model explaining expressions of “old-fashioned” discrimination in the workplace.</td>
<td>William Obenauer, Rensselaer Polytechnic Institute</td>
<td>William Obenauer, <a href="mailto:obenaw@rpi.edu">obenaw@rpi.edu</a></td>
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<td>165-19</td>
<td>What's the Difference? Fortune 500 Minority CEOs and Diversity</td>
<td>Little is known about how minority CEOs leading an organization affect public perceptions of that organization. Examining twitter posts, 2015 Fortune 500 organizations with racial or gender minority CEOs were compared to matched nonminority CEO organizations. Minority-CEO led organizations received more diversity-related tweets than nonminority-led organizations.</td>
<td>Jenna-Lyn R. Roman, Baruch College, CUNY Nicholas P. Salter, Ramapo College of New Jersey Nikolas A. Pardalis, Ramapo College of New Jersey</td>
<td>Jenna-Lyn R. Roman, <a href="mailto:jennaroman@gmail.com">jennaroman@gmail.com</a></td>
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<td>165-20</td>
<td>Autonomy: A Resource for Women in Low Gender Egalitarian Nations</td>
<td>Using a sample of 23,574 workers in 26 countries, research tests a multilevel moderated mediation of the effects of perceived job autonomy on work-life balance, engagement, and turnover intentions, depending on employee gender and gender egalitarianism, and indirectly through stress, with practical implications for engaging and retaining global female talent.</td>
<td>Cynthia S. Halliday, Florida International University Samantha C. Paustian-Underdahl, Florida International University Zoa M. Ordonez, PepsiCo</td>
<td>Cynthia S. Halliday, <a href="mailto:chall061@fiu.edu">chall061@fiu.edu</a></td>
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<td>165-21</td>
<td>What's Good for the Gander: How LGBT-Supportive Policies Benefit Employees</td>
<td>A cross-level theoretical model of organizational- and individual-level outcomes of LGBT-supportive policies for all workers regardless of their sexual orientation is discussed. The model suggests that LGBT-supportive policies should be related to perceptions of organizational support directly and indirectly through diversity climate and perceptions of distributive, procedural and interactional justice.</td>
<td>Shahin Davoudpour, University of California, Irvine Shaun Pichter, California State University, Fullerton Enrica N. Ruggs, University of North Carolina Charlotte Haiyan Zhang, IBM Smarter Workforce Institute</td>
<td>Enrica N. Ruggs, <a href="mailto:eruggs@unc.edu">eruggs@unc.edu</a></td>
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<td>165-22</td>
<td>The Effect of Diversity Intervention Media Format on Racial Attitudes</td>
<td>This research tested a short video featuring a Black man discussing racial bias and its written transcript as diversity interventions. The interventions improved attitudes toward minorities relative to controls. However, compared to video intervention, the written intervention was less effective and resulted in more stereotyping of the Black man.</td>
<td>Charles Chu, Indiana University, Purdue University Indiana Evava S. Pietri, Indiana University-Purdue University Indianapolis</td>
<td>Charles Chu, char <a href="mailto:chu@iupui.edu">chu@iupui.edu</a></td>
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165-23 Physiological Reactance and Discrimination to Persons With Down Syndrome
This study investigates physiological responding on the evaluation of applicants with and without Down syndrome. Two equally qualified job applicants were evaluated while participant physiology was monitored. Decreases in sympathetic activation and lower qualification ratings suggest physiological responses may suppress the effect between disability status and ratings.
Robert Bubb, Auburn University
Jennifer Robinson, Auburn University
Crystal Harrell, Auburn University
Submitter: Robert Bubb, robb.bubb@gmail.com

165-24 Organizational Outcomes Predicted by Disability Status and Supervisor's Implicit Attitudes
Individuals with disabilities reported lower job satisfaction and organizational justice perceptions than individuals without disabilities. Supervisors' implicit attitudes toward persons with disabilities failed to moderate or show direct effects on the relationship between disability status and organizational outcomes. Implications are discussed.
Adam A. Roebuck, Roosevelt University
Adrian Thomas, Roosevelt University
Submitter: Adam A. Roebuck, aroebuck@mail.roosevelt.edu

165-25 Is Policing Becoming a Stigmatized Profession?
An Exploratory Study
Research examined the public perceptions on policing in light of recent media commentaries in United States using an exploratory research paradigm. Findings indicate that policing is viewed as a perversely stigmatized profession. People ascribed physical, social, and moral taints to the profession.
Deepshikha (Dia) Chatterjee, Organizational Psychology
Ann Marie Ryan, Michigan State University
Submitter: Deepshikha (Dia) Chatterjee, chatte24@msu.edu

165-26 Managing Identity as a Woman in a STEM Field
Authors examined identity management (IM) behavior of women in STEM and male-dominated occupations as compared to non-STEM and female-dominated contexts. Results highlight the importance of support, personality, and interests in the prediction of IM.
Danielle D. King, Michigan State University
Ann Marie Ryan, Michigan State University
Fabian Elizondo, Birkmann International, Inc.
Pattrick L. Waldington, IBM
Submitter: Danielle D. King, kingda11@msu.edu

165-27 Understanding Why Female Leaders Are on the Glass Cliff
This study was conducted to understand the glass cliff effect, a phenomenon in which women are favored over men for precarious leadership positions. Participants evaluated fictional candidates for a leadership position in an online study. Findings demonstrate that women are preferred for precarious roles when organizational change is needed.
Yael Oelbaum, Baruch College & The Graduate Center, CUNY
Kristen M. Shockley, University of Georgia
Submitter: Yael Oelbaum, yael.fligelman@gmail.com

165-28 Professional Homosexual or Homosexual Professional?
Sexual-Professional Identity Integration and Leadership
How do members of sexual minority groups navigate identity in the workplace, such as being both openly gay and a working professional? This research uses working adult samples and employs both correlational and experimental designs to explore the relationship between sexual-professional identity integration (SPII) and power and leadership tactics.
Melanie Henderson, Ohio Wesleyan University
Kyle Simon, University of Kentucky
Jacob Henicheck, College of William and Mary
Submitter: Melanie Henderson, mnhender@owu.edu

165-29 Demographic Similarity and Emotional Labor: Interesting Findings Concerning Measurement Specificity
This study operationalized demographic similarity in 5 ways and examined the effects on emotional labor. These operationalizations were distinguished by measuring perceived diversity generally versus with regard to specific attributes. Demographic similarity evidenced effects on emotional labor and the findings yielded important implications for conceptualizing and operationalizing similarity.
Ruth Imose, Northern Illinois University
Mahesh V. Subramony, Northern Illinois University
Lisa Finkelstein, Northern Illinois University
Submitter: Ruth Imose, ruthimose@gmail.com

165-30 Sexual Orientation and Perceived Sexism Mediated by Gender Identity
In a sample of working women (N = 222), an alternative explanation for the wage disparity between straight and lesbian women was explored. Although a significant difference in annual earnings was not found, results indicated that gender identity, namely masculinity, mediated the relationship between sexual orientation and perceived benevolent sexism.
Kim Wilson, Roosevelt University
Jacqueline K. Deuling (Michelson), Roosevelt University
Jeffrey M. DiMambro, Roosevelt University
Adrian Thomas, Roosevelt University
Submitter: Kim Wilson, kwilson01@mail.roosevelt.edu

165-31 Gender Measurement Bias Versus Trait Differences in Vocational Interest Assessment
IRT was used to conduct differential item functioning analyses for a vocational interest measure across gender groups. Results showed that differential item functioning across gender groups accounted for negligible proportions of the observed gender differences in vocational interests. Gender differences in interests reflect construct-level differences, not bias.
Selena Wang, University of Minnesota
Brenton M. Wiernik, University of Minnesota
Brandon Morgan, University of Johannesburg
Submitter: Brenton M. Wiernik, wiernik@workpsy.ch

165-32 Ethnic Bias in Ratings Demonstrated by Different Performance Dimension Intercorrelations
This study tested hypotheses from Dipboye’s holistic theory of subgroup performance differences using the differential constructs approach. Bank employee performance rating intercorrelations were mostly consistent with this framework, showing that dimension intercorrelations reflected different implicit theories of performance for different groups. Findings help to explain differential validity in performance prediction.
Kathlyn Y. Wilson, University of Westminster
Robert G. Jones, Missouri State University
Submitter: Robert G. Jones, robertjones@missouristate.edu

165-33 Fostering Trust in Cross-Cultural Interactions: The Role of Openness
This poster investigated whether perceived dissimilarity explains lower trust in cross-cultural interactions, and whether Openness mitigates the negative effect of cultural diversity on similarity perceptions. Experimental data supported the hypothesized moderated mediation model where the negative link between cultural diversity and perceived similarity was weaker for those high in Openness.
Rachel M. Saef, Purdue University
Sang Eun Woo, Purdue University
Submitter: Rachel M. Saef, M.S., rachel.saef@gmail.com

166. Symposium/Forum: 1:00PM-2:20PM Americas Seminar Identifying Grit in Existing Personality and other Individual Differences Taxonomies
Proponents of grit treat it as a completely new construct, though a few studies suggest it is indistinguishable from other well-established constructs like Conscientiousness. This session focuses on examining relationships between grit and constructs from personality, positive psychology, and interests.
Brandon Ferrell, Hogan Assessment Systems, Chair
Brandon Ferrell, Hogan Assessment Systems, Identifying Grit in Existing Personality and other Individual Differences Taxonomies
Applicant Reactions During Selection: Overview and Prelude

Submitter: Dustin K. Jundt, djundt@slu.edu

Host
Leslie A. DeChurch, Northwestern University,
Co-Chair
Marcus Crede, Iowa State University, Michael Tynan, Iowa State University, Peter D. Harms, University of Alabama, A Meta-Analytic and Narrative Overview of Grit

Ryne A. Sherman, Florida Atlantic University, Brandon Ferrell, Hogan Assessment Systems, Locating Grit Within the Hogan Assessment Instruments

Ted Paterson, Oregon State University, Peter D. Harms, University of Alabama, Grit and the Proliferation of Positive Constructs

Peter D. Harms, University of Alabama, The Dark Side of Grit

Robert Hogan, Hogan Assessment Systems, Discussant

Submitter: Brandon Ferrell, bferrell@hoganassessments.com

167. Panel Discussion: 1:00PM-2:20PM Asia 1
From Likes to Impact: The Payoffs of Social Media Involvement
I-O psychologists engaging with social media often weigh their time spent against benefits that can be nebulous and unpersuasive to skeptics. Panelists share how they’ve used social media strategically to build their brands and convince others of its value, research and practice impact examples, and advice on avoiding missteps they’ve made.

Evan F. Sinar, DDI, Chair
David W. Ballard, APA, Panelist
Michael Michel Moon, ExcelHRate Research and Advisory Services, Panelist
Tiffany R. Poepplman, LinkedIn, Panelist
Paul Thoresen, CMR, Panelist

Submitter: Evan F. Sinar, evan.sinar@ddiworld.com

168. Symposium/Forum: 1:00PM-2:20PM Asia 2
New Advances in Research on the Validity of Vocational Interests
Recent research has demonstrated the validity of vocational interests for predicting work outcomes. However, more research is needed. This symposium presents 5 papers that help to advance our understanding of the validity of vocational interests for predicting individual attitudes and behaviors both in school and at work.

Christopher D. Nye, Michigan State University, Chair
Andrei Ion, University of Bucharest, Co-Chair
Jacob C. Bradburn, Michigan State University, Christopher D. Nye, Michigan State University, Joshua J. Prasad, Michigan State University, Interests in College Admissions: An Omitted and Underappreciated Variable

Chen Zuo, Rice University, Evan Mullinger, Rice University, Fred Oswald, Rice University, Tamera L. McKinniss, ACT, Inc., Fit to What? Expanding Fit to Multiple Targets

Serena Wee, Singapore Management University, Daniel A. Newman, University of Illinois at Urbana-Champaign, Q. Chelsea Song, University of Illinois at Urbana-Champaign, Tonia S. Heffner, U.S. Army Research Institute, Sex and Vocational Interest Congruence Predicting Job Performance

Andrei Ion, University of Bucharest, Vocational Congruence and Person–Environment Fit

Raluca Livinti, University of Bucharest, Dragos G. Iliescu, University of Bucharest, Alexandra Ilie, Illinois State University, Do Vocational Fit and Identity Predict Satisfaction and Dropout Intentions?

Submitter: Christopher D. Nye, rnyechris@msu.edu

169. Community of Interest: 1:00PM-1:50PM Asia 3
Multiteam Systems

Multiteam systems (MTSs) are characterized by multiple teams embedded within a given organizational context who collectively and interdependently work toward shared, overarching goals. This session will focus on a number of research- and application-related advancements and challenges regarding the use, management, and effectiveness of MTSs.

Leslie A. DeChurch, Northwestern University, Host
James A. Grand, University of Maryland, Host
Dustin K. Jundt, Saint Louis University, Coordinator

Submitter: Dustin K. Jundt, djundt@slu.edu

170. Symposium/Forum: 1:00PM-2:20PM Asia 4
Applicant Reactions During Selection: Overview and Prelude to a Review

This symposium will disentangle what we know about applicant reactions by tackling the main criticisms levied against the field and highlight four core areas of growth: theory, technology, international issues, and boundary conditions. The session will conclude with an updated applicant reactions framework that can guide future work.

Julie M. McCarthy, University of Toronto, Chair
Talya N. Bauer, Portland State University, Co-Chair
T Alya N. Bauer, Portland State University, Do Applicant Reactions Matter? Evidence From the Literature

Julie M. McCarthy, University of Toronto, Applicant Reactions: Expansion of the Perspective Research: Recent Developments

Neil R. Anderson, Brunel University, International Advances in Applicant Technology in Personnel Selection: Recent Advance

Donald M. Truxillo, Portland State University, Moderator Research: Boundary Conditions for a Deeper Understanding of Reactions

Submitter: Julie M. McCarthy, julie.mccarthy@utoronto.ca

171. Symposium/Forum: 1:00PM-2:20PM Asia 5
Small Business, Big Impact: Applying I-O Psychology to Small Employers

Although 99.5% of private US businesses have less than 500 employees, I-O work is generally designed for larger businesses. To promote the relevance of this work to small businesses, research and practical recommendations are presented across the employee life cycle, with an emphasis on methods.

Kama D. Dodge, Talent Lens by Pearson, N <100: Alternative Validation Strategies for Small Businesses

Mary LeFebvre, ACT, Inc., Organizational Metrics for Small Business Utility Analysis

Franci Phelan, The John F. Kennedy Center for the Performing Arts, Randal Peters, Drake University, Competitive Advantage for All Businesses in the National Learning Economy

Alice M. Brawley, Michigan State University, Cynthia L.S. Purdy, Clemson University, Performance Management in Very Small Family Businesses

Richard P. DeShon, Michigan State University, Discussant

Submitter: Alice M. Brawley, brawley2@msu.edu

172. Poster: 1:00PM-1:50PM Atlantic BC
Health & Safety

172-1 Workaholism and Psychological Capital: The Mediating Role of Employee Burnout

The relationships among workaholism, burnout, and psychological capital (PsyCap) were investigated. Data were collected from 400 faculty and staff members at a large Southeastern university. Workaholism positively related to burnout and negatively related to PsyCap, whereas PsyCap negatively correlated with burnout. Moreover, burnout mediated the relationship between workaholism and PsyCap.

Fiona E. Moyer, East Carolina University
Shahnaz Aziz, East Carolina University
Karl Wunesch, East Carolina University

Submitter: Fiona E. Moyer, moyer14@students.ecu.edu

172-2 Personal Resource Loss Mediates Employee Furlough–Stress Reactions Relationships

Authors drew on conservation of resources theory to examine effects of the 2013 United States federal government shutdown on affected employees. Results showed that personal resource loss completely mediated the relationship between furlough status (furloughed/not furloughed) and employees’ experiences of burnout, work–family conflict and life satisfaction.

Lisa Baranik, University at Albany
Janelle H. Cheung, Oregon Health & Science University
Robert R. Sinclair, Clemson University
Ana Cristina Costa, Brunel University London, Tania S. Heffner, U.S. Army Research Institute, Burns & Allen, Co-Chair

Submitter: Ana Cristina Costa, ana.costa@brunel.ac.uk

172-3 Development and Initial Validation of a Work Interruptions Scale

A scale development study and a secondary validation study were conducted to develop a brief, comprehensive 4-dimension scale for use in the examination of work interruptions. A 15-item scale was developed to measure intrusions, breaks, discrepancies, and distractions, and is supported by initial criterion-related validity evidence.

Submitter: Charles E. Lance, c lance@gmail.com

172. Symposium/Forum: 1:00PM-2:20PM Asia 3
Multiteam Systems

Multiteam systems (MTSs) are characterized by multiple teams embedded within a given organizational context who collectively and interdependently work toward shared, overarching goals. This session will focus on a number of research- and application-related advancements and challenges regarding the use, management, and effectiveness of MTSs.

Leslie A. DeChurch, Northwestern University, Host
James A. Grand, University of Maryland, Host
Dustin K. Jundt, Saint Louis University, Coordinator

Submitter: Dustin K. Jundt, djundt@slu.edu

170. Symposium/Forum: 1:00PM-2:20PM Asia 4
Applicant Reactions During Selection: Overview and Prelude to a Review

This symposium will disentangle what we know about applicant reactions by tackling the main criticisms levied against the field and highlighting four core areas of growth: theory, technology, international issues, and boundary conditions. The session will conclude with an updated applicant reactions framework that can guide future work.

Julie M. McCarthy, University of Toronto, Chair
Talya N. Bauer, Portland State University, Co-Chair
T Alya N. Bauer, Portland State University, Do Applicant Reactions Matter? Evidence From the Literature

Julie M. McCarthy, University of Toronto, Applicant Reactions: Expansion of the Perspective Research: Recent Developments

Neil R. Anderson, Brunel University, International Advances in Applicant Technology in Personnel Selection: Recent Advance

Donald M. Truxillo, Portland State University, Moderator Research: Boundary Conditions for a Deeper Understanding of Reactions

Submitter: Julie M. McCarthy, julie.mccarthy@utoronto.ca
172-4 The Work Stressor–Vulnerability Model of Alcohol Consumption
A daily diary study examined the relationship among work stress, alcohol craving, and consumption in a sample of food service employees. Results suggested that individual risk factors moderated the work stress–consumption relationship and that both individual and organizational risk factors influenced intercepts for the stress–craving and stress–consumption relationships.

Kristin A. Horan, Bowling Green State University
Alison M. Bayne, Bowling Green State University
Alexandra Henderson, Bowling Green State University
Sara J. McKersie, Bowling Green State University
Steve M. Jex, Bowling Green State University
Submitter: Kristin A. Horan, khoran@bgsu.edu

172-5 Health Culture Moderates the Challenge Demands–Control Relationship With Emotional Exhaustion
The paper examines a 3-way interaction among health culture, job control, and job demands predicting strain. Results showed a significant interaction when examining challenge demands but not for hindrance demands. This demonstrates the need to distinguish between challenge and hindrance demands within the JDC model.

Dorothy A. Simpson, Central Michigan University
Alexander Sterner, Central Michigan University
Terry A. Beehr, Central Michigan Univ
Submitter: Dorothy A. Simpson, annie.simpson327@gmail.com

172-6 The Buffering Effect of Resilience on Nurse Stress
This study examined the relative effects of nurse stressors (interpersonal conflict, workload, and traumatic events) on nursing strains (turnover intentions, emotional exhaustion, and injuries) and examined resilience as a mitigating factor between stressors and negative emotions. Across 97 U.S. nurses, resilience buffered the relationship between conflict and job-related negative affect.

Julie J. Lanz, University of Nebraska-Kearney
Valentina Bruk Lee, Florida International University
Submitter: Julie J. Lanz, julie.j.lanz@gmail.com

172-7 An Integrative Model of Calling in Domestic Violence Work
A model of calling among domestic violence (DV) services employees was developed to understand its development and impact. Findings suggest personal exposure to DV may drive people to live out their calling (DV services and experience health-protective benefits by perceiving lower job demands and reporting higher perceived work ability.

Benjamin M. Walsh, University of Illinois at Springfield
Allison Burrus, University of Missouri at St. Louis
Dana B. Kabat-Farr, Dalhouse University
Elizabeth Calli, University of Illinois at Springfield
Allie McIntire, University of Illinois at Springfield
Alyssa K. McGonagle, UNC Charlotte
Submitter: Benjamin M. Walsh, bwals2@uis.edu

172-8 Longitudinal Analysis of Safety Climate, Safety Behavior, and Outcome Relationship
This study utilized a longitudinal data analysis approach and found that safety climate and safety behavior were concurrently and positively associated with safety behavior. Organization-level safety climate was positively associated with future group-level safety climate, whereas safety behavior mediated the group-level safety climate and future injury severity relationship.

Jin Lee, Kansas State University
Yueng-Hsiang E. Huang, Liberty Mutual Research Institute for Safety
Robert R. Sinclair, Clemson University
Janelle H. Cheung, Oregon Health & Science University
Submitter: Yueng-Hsiang E. Huang, yueng-hsiang.huang@Libertymutual.com

172-9 Safety Behaviors: The Moderating Role of Trust and Support
This research goes further in the explanation of the processes linking perceived management commitment to safety to safety behaviors.

Authors tested the moderating role of 2 variables reflecting the way workers perceive their supervisor: safety specific trust in the supervisor and perceived supervisor support, illustrating, respectively, instrumental and reciprocation processes.

Julie Laurent, University of Liege
Nik Chmiel, University of Chichester
Isabelle Hansez, University of Liege
Submitter: Julie Laurent, julie.laurent@ulg.ac.be

172-10 Coping Effects on Relationship Among Perfectionism, Burnout, and Fatigue
The effect of adaptive and maladaptive coping strategies on the relationship between different types of perfectionism and burnout and fatigue was examined. Findings indicate that adaptive coping strategies are beneficial for perfectionists and nonperfectionists. Further, adaptive coping mediates the relationships between adaptive and maladaptive perfectionism and burnout and fatigue.

Ashley Y Chung, Roosevelt University
Jacqueline K. Deuling (Mitchelson), Roosevelt University
Submitter: Ashley Y Chung, achung03@mail.roosevelt.edu

172-11 Introducing a New Comprehensive Model of Physical and Psychosocial Safety
Drawing on leading theoretical representations of safety, the physical and psychosocial workplace safety (PPWS) model is proposed as an integrative model. The PPWS considers the individual and organizational determinants of both physical and psychosocial behaviors in order to provide a generalizable, holistic approach to workplace safety.

Cat Yaris, Murdoch University
Graeme Ditchburn, Murdoch University
Guy J. Curtis, Murdoch University
Submitter: Cat Yaris, c.yaris@hotmail.com

172-12 Examining Mindfulness as a Buffer in the Work Stressor–Strain Relationship
Employing a sample of police officers, this study examined whether mindfulness buffers individuals from the negative consequences of work stressors. Various stressors (i.e., workload, incivility) and strain outcomes (e.g., mental, physical symptoms) were considered. Two interactions were observed whereby mindfulness mitigates the relationship between stressors and strain.

Syndie Cunningham, University of Tulsa
David M. Fisher, University of Tulsa
Alison J. Kerr, University of Tulsa
Submitter: Syndie Cunningham, sgc845@utulsa.edu

172-13 Workplace Civility Norms and the Stress–Strain Relationship: Moderated Mediation Framework
The authors have designed a moderated mediation framework in order to determine how a casual chain of constructs (civility norms, job stress, and burnout) are moderated for both direct and indirect effects by self-efficacy and resiliency. Results aid in clarifying predictive relationship misperception in the academic literature.

Taylor Barr, University of Connecticut
Lauren E. Gannon, University of Connecticut
Alec Jorge Calvo, University of Connecticut
Vicki J. Magley, University of Connecticut
Submitter: Taylor Barr, barrx078@gmail.com

172-14 Sleep and Work Performance: A Meta-Analytic Test of Critical Moderators
Authors utilized meta-analytic techniques to summarize effect sizes from 34 independent samples examining sleep and work performance. Results of moderator analyses provide new insight into the sleep–work performance relationship, particularly related to measurement and analytic techniques utilized in sleep research. Implications and limitations are discussed.

Alexandra Henderson, Bowling Green State University
Kristin A. Horan, Bowling Green State University
Submitter: Alexandra Henderson, smrcina@bgsu.edu
172-15 Examining the Impact of Leadership, Climate, and Personal-ity on Safety
Authors posited that goal-focused leadership would lead to greater sub-ordinate safety engagement through the mediator of shared accountable-ity climate. The data showed that although this was true for employees low in conscientiousness, those high in conscientiousness demonstrated similar and high levels of safety engagement regardless of leadership and climate factors.
Emily David, China Europe International Business School (CEIBS)
Lars U. Johnson, University of Houston
Kimberly T. Silva, University of Houston
Ricardo Obasare, University of Houston
Mike Olson, University of Houston
Tiffany M. Bisby, University of Houston
James Rigby, University of Houston
Submitter: Emily David, emily.m.david@gmail.com

172-16 Age Bias at Hiring: The Role of Facial Age Appearance
This research examines the impact of facial age appearance on hiring and considers impressions of physical and of cognitive fitness as underlying mechanisms. Older-looking candidates received lower hireability ratings due to less favorable impressions of physical fitness and cognitive fitness. Targeting this mediating processes could circumvent facial age-based discrimination.
Michele Kaufmann, University of Lausanne
Franciska Krings, University of Lausanne
Leslie Zebrowsz, Brandeis University
Sabine Szesny, University of Bern
Submitter: Michele Kaufmann, michele.kaufmann@unil.ch

172-18 Thriving When Exhausted: The Role of Transformational Leadership
The role of transformational leadership for thriving was examined in a longitudinal study among 200 teachers. A moderated mediation model showed that teachers' exhaustion is crucial whether transformational leadership was related to an increase or decrease of teachers' thriving and, in turn, of task mastery and proactivity.
Michelle R. Tuckey, University of South Australia
Yiqiong Li, University of Queensland
Peter Y. Chen, Auburn University
Submitter: Peter Y. Chen, peter.chen@auburn.edu

172-19 Examining Relationships Among Safety Climate, Error Man-agement, and Safety Communication
This study aimed to examine the roles of group-level safety climate and perceptions of error management in predicting safety communication quality in a large Australian healthcare organization. Results show that safety climate at the work unit level interacts with employees' perceptions of error management to predict quality of safety communication.
Tristan Casey, Sentis
Archana Manapragada, Florida International University
Submitter: Tristan Casey, nub_vulcanis@hotmail.com

172-20 Healthy Employee Cafeterias Improve Attitudes, Health, and Retention
Two studies examine the effects of the healthiness of the food provided in employee cafeterias on job satisfaction, turnover intentions, stress, and health. Experiment- and survey-based results demonstrate that healthy food is related to improved employee outcomes with perceived organizational support acting as an explanatory mechanism.
Nicholas A. Smith, Pennsylvania State University
Larry R. Martinez, Pennsylvania State University
Submitter: Nicholas A. Smith, nicholas.smith.psu@gmail.com
172-26 Goal-Focused Leadership and Safety Noncompliance
Conservation of resources theory (COR; Hobfoll, 1989) was used to explain how goal-focused leadership (GFL; Colbert & Witt, 2009) influences safety noncompliance behaviors. Additionally, a 3-way interactional process was explored among GFL, emotional exhaustion, and abusive supervision. Results, limitations, and future directions are discussed.
Allison M. Tringale, University of Houston
Alec B. Nordan, University of Houston
Lars U. Johnson, University of Houston
Kara Polk, University of Houston
L. A. Witt, University of Houston
Submitter: L. A. Witt, witt@uh.edu

172-27 Why Me? Examining Predictors of Abusive Supervision
Abusive supervision research tends to focus on supervisors; this study expands this research by examining other predictors. Results support the positive relationship between job demands and perceptions of abusive supervision, the negative relationship between target self-esteem and perceptions of abusive supervision, and the buffering effects of target self-efficacy.
Sylvia Luu, University of Tulsa
Jennifer M. Ragsdale, University of Tulsa
Submitter: Sylvia Luu, sylvia.luu.3@gmail.com

172-28 Organizational Health and Wellness Programs:
An Examination of Participation Likelihood
Authors examined the likelihood of participation in organizational health and wellness programs based on demographics and program characteristics. Findings indicated that participation likelihood was generally higher for women and older employees, as well as for programs focused on fitness or wellness (as opposed to health) and with larger, participation-based incentives.
Sarah C. Adams, Western Kentucky University
Amber N. Schroeder, University of Texas at Arlington
Submitter: Sarah C. Adams, s.c.adams@outlook.com

172-29 Tending and Befriending Through Emotion Sharing:
Increasing Affiliation at Work
This study applied the tend-and-befriend theory to explore sharing stressful events at work. Employees from a social services agency were sampled. Positive listener reactions predicted an increase in inclusion, organizational commitment, and OCBs, and a decrease in turnover intentions. Negative listener reactions predicted a decrease in inclusion.
Clair A. Reynolds Kueny, Missouri University of Science and Technology
Mindy K. Shoss, University of Central Florida
Morgan Robertson, Saint Louis University
Submitter: Clair A. Reynolds Kueny, kuenyc@mst.edu

172-30 What You Should Do During Breaks to Perform Well
The direct and indirect longitudinal effects of job stressors on performance via microbreak activities were investigated. Workload, but not number of colleagues in one’s office, was positively related to performance. Especially social and cognitive microbreak activities were positively predicted by job stressors and in turn predicted performance.
Anita C Keller, University of Groningen
Jessica de Bloom, University of Tampere
Marianna Sianoja, University of Tampere
Ulla Kinnunen, University of Tampere
Submitter: Anita C Keller, a.c.keller@rug.nl

172-31 Employee Well-Being Profiles, Physical Health, and Work Productivity Outcomes
This study adopted a person-centered approach in understanding multidimensional psychosocial well-being among employees and examined how well-being profile membership distinguished employees on physical health and work productivity. Two Gallup-Healthways datasets were used to test these research questions. These results provide meaningful information and feedback for employer-sponsored well-being improvement programs.
Janelle H. Cheung, Oregon Health & Science University
Robert R. Sinclair, Clemson University
Lindsay E. Sears, Healthways
Submitter: Janelle H. Cheung, janelle.h.cheung@gmail.com

172-32 The Dark Side of Networking: Leaving Individuals Depleted and Dirty
Research focuses on long-term benefits of networking, but there may be short-term costs. Drawing on job demands-resources model and ego depletion theory, it is predicted that networking depletes resources. Based on self-perception theory, it is assumed that networking diminishes moral purity. Evidence for both is found in a randomized-controlled experiment.
Laura Marie Wingender, University of Cologne
Hans-Georg Wolff, University of Cologne
Submitter: Hans-Georg Wolff, hans-georg.wolff@uni-koeln.de

172-33 The Relationship of Safety Climate and Behaviors With Organizational Commitment
This study examined the relationships among safety climate, safety behaviors, organizational commitment, and turnover intentions. Results demonstrate that safety climate is positively related to safety behaviors and organizational commitment, and that safety behaviors are also related to commitment. Organizational commitment, but not safety climate, was negatively related to turnover intentions.
Amada M Wolcott, University of Central Florida
Submitter: Amanda M Wolcott, am.wolcott@gmail.com

172-34 An Examination of Self-Esteem in Relation to Workaholism
Relationships among workaholism, self-esteem, and work stress were investigated. Data were collected from 414 faculty and staff members at a large Southeastern university and a large manufacturing organization. Workaholism and work stress were positively related to each other, but workaholism and work stress were both negatively related to self-esteem.
Shahnaz Aziz, East Carolina University
Shannon Zamary, East Carolina University
Karl Kuensch, East Carolina University
Submitter: Shahnaz Aziz, azizs@ecu.edu

173. Symposium/Forum: 1:00PM-2:20PM Australia 3
Mobile Testing “In the Wild”: Apps, Reactions, Images, Criterion Validity
The mobile testing movement continues to raise new questions for I-O psychology. This session will answer some of these questions with studies investigating the use of mobile app-enabled assessments, perceptions of mobile assessment's face validity, impact of image-heavy mobile assessments on applicant performance, and the criterion validity of mobile assessments.
Robert E. McHenry, Independent, Multinational Responses to the 16PF Delivered via a Smartphone App
Keemia Vaghef, Florida Institute of Technology, Michael C. Tocci, Procter & Gamble, Patrick D. Converse, Florida Institute of Technology, Mobile Versus Nonmobile Differences in Applicant Reactions to Noncognitive Assessments
A. James Illingworth, University of Central Florida, Simon M. Moon, La Salle University, Neil Morell, The Cole Group, William L. McLane, University of Georgia, Sam J. Wilgus, North Carolina State University, Demetrius Keyon Green, North Carolina State University, Isaac Benjamin Thompson, Red Hat, Criterion Validity of Assessments Delivered on Mobile and Nonmobile Devices
Submitter: Neil Morell, neil.morelli@gmail.com

174. Special Events: 1:00PM-2:20PM N. Hemisphere A4
Featured Session: Disruptors in the Field: Thinking Forward With Practice Award Winners
Establishing your career as a change agent and building industry-shaping collaborations are skills demonstrated by some of the greatest disruptors in I-O psychology. This session explores strategies that drive these individual and team-based successes, presented by recent winners of the Distinguished Professional Contributions Award and M. Scott Myers Award.
Nancy T. Tippins, CEB, Host
175. Symposium/Forum: 1:00PM-2:20PM  N. Hemisphere E1
Identities at Work: Self-Concept in Organizational Settings
Two common identities found within the workplace are those of leader and follower. This symposium begins with a broad view of leader and follower identities at work, including theoretical development of concepts, and narrows to examine research on more nuanced views of leader identities within the work sphere.
Stefanie Plemmons Shaughnessy, U.S. Army Research Institute, Co-Chair
Meredith R. Coats, George Washington University, Co-Chair
Olga Epitropaki, Durham University, Ronit Kark, Bar-Ilan University, Charalampos Mainemelis, ALBA Graduate Business School, Robert G. Lord, Durham University, Leadership, Followership, and Identity: A Multilevel Review
Thomas Sy, University of California, Riverside, Roni Reiter-Palmon, University of Nebraska-Omaha, Calen Horton, University of California, Riverside, Ryan P. Royston, University of Nebraska-Omaha, Alex Leung, University of California, Riverside, Eric Scheller, University of Nebraska-Omaha, Advancing a Multidimensional Model of Follower–Leader Identity Integration (FLII)
Jessica Kirk, University of Colorado Boulder, Stefanie K. Johnson, University of Colorado Boulder, Sex and Power Moderate the Effects of Destructive Leader Identity
Roseanne J. Foti, Virginia Tech, Discussant
Submitter: Stefanie Plemmons Shaughnessy, stefanie.p.shaughnessy.civ@mail.mil

176. Symposium/Forum: 1:00PM-2:20PM  N. Hemisphere E2
Alternative Measures of g: Not Your Grandfather’s Cognitive Tests
Social and technological developments are threatening the utility of measures of general mental ability (g) in selection contexts, despite the long history and strong record of generalizable validity in predicting job performance for these measures. This session describes several innovative approaches for assessing g that address these formidable challenges.
Kate LaPort, Aon Hewitt, Co-Chair
Nicholas R. Martin, Aon Hewitt, Co-Chair
Harold W. Goelst, Baruch College & The Graduate Center, CUNY, Ken Yusko, Marymount University, Charles A. Scherbaum, Baruch College & the Graduate Center, CUNY, Elliott C. Larson, Baruch College & The Graduate Center, CUNY, Rachel Ryan, Baruch College & The Graduate Center, CUNY, Reducing Racial Differences on Intelligence Tests for Personnel Selection
Jonathan M. Cottrell, PeopleAdmin, Bertha Rangel, University of Illinois, Urbana-Champaign, Kyle Morgan, Aon Hewitt, Anthony S. Boyce, Aon Hewitt, Shane Lowery, Louisiana State University, Kate LaPort, Aon Hewitt, Nicholas R. Martin, Aon Hewitt, Working Memory and Adverse Impact: Minimizing the Diversity–Validity Tradeoff?
Joseph D. Abrahams, PSI Services LLC, Dawn Lambert, PSI Services LLC, Victor Jockin, PSI Services LLC, Gregory M. Hurtz, Cal State University-Sacramento, Impact of Audiovisual Stimuli on Subgroup Differences in Cognitive Ability
Michal Kosinski, Stanford University, Predicting General Intelligence From Digital Footprints
Paul J. Hanges, University of Maryland, Discussant
Submitter: Kate LaPort, katelaport@gmail.com

177. Panel Discussion: 1:00PM-2:20PM  N. Hemisphere E3
Innovative Approaches to Adverse Impact Analysis
Traditional approaches to adverse impact analysis are not sufficient to address the complexities of modern-day employee selection settings. A diverse panel with expertise in I-O, statistics, economics, and law will discuss challenges encountered when conducting adverse impact analysis in practice and innovative solutions to these challenges.
Scott B. Morris, Illinois Institute of Technology, Chair
Eric M. Dunleavy, DCI Consulting Group, Co-Chair
Donald R. Deere, Welch Consulting, Panelist
Daniel C. Kuang, Biddle Consulting Group, Panelist
Fred Oswald, Rice University, Panelist
Richard F. Tonowosky, U.S. Equal Employment Opportunity Commission, Panelist
Submitter: Scott B. Morris, scott.morris@iit.edu

178. Panel Discussion: 1:00PM-2:20PM  N. Hemisphere E4
Best Practices in Personality-Oriented Job Analysis
This session explores how to best identify which personality trait scales will be job related using expert judgments. The panel discussion will feature brief presentations from the participants, answers to a series of structured questions, and a question-and-answer discussion with the audience in order to identify cutting-edge job analysis methodologies.
Neil Christiansen, Central Michigan University, Chair
Jeff Foster, Hogan Assessment Systems, Panelist
Jeffrey R. Labador, Kenexa, an IBM Company, Panelist
Thomas A. O’Neill, University of Calgary, Panelist
Tracey Tafero, Select International, Panelist
Robert P. Tett, University of Tulsa, Panelist
Nicholas L. Vasiopoulos, National Security Agency, Panelist
Submitter: Neil Christiansen, chris1nd@cmich.edu

179. Panel Discussion: 1:00PM-2:20PM  S. Hemisphere I
Practical Guidance for Developing and Implementing Ideal Point Measurement Models
This session will present research-grounded advice to measurement developers wishing to build ideal point measurement models. Topics will include the limitations of traditional Likert scaling methods, the merits and drawbacks of ideal point models, innovations in scale design, practical applications (e.g., computer adaptive testing), and needed research.
Rachel L. Williamson, University of Georgia, Co-Chair
Christopher M. Castle, Rutgers University, Co-Chair
Alexandra Harris, University of Georgia, Co-Chair
Mengyang Cao, University of Illinois at Urbana-Champaign, Panelist
Nathan T. Carter, University of Georgia, Panelist
Alan D. Mead, Talent Algorithms Inc, Panelist
Charles A. Scherbaum, Baruch College & the Graduate Center, CUNY, Panelist
Wei Wang, University of Central Florida, Panelist
Submitter: Rachel L. Williamson, will2493@uga.edu

180. Panel Discussion: 1:00PM-2:20PM  S. Hemisphere II
Meeting the Challenges of Leadership Development Across Contexts
This session will present advice from experts with a unique blend of science and practice experience on how they utilize their scientific knowledge to educate and develop leaders across various contexts. Topics will include addressing criticisms, essential content of programs, broader program strategies, and specific effective techniques.
Jeffrey R. Lovelace, Pennsylvania State University, Co-Chair
Bradley S. Jayne, Pennsylvania State University, Co-Chair
Ginamarie Ligon, University of Nebraska at Omaha, Panelist
Douglas Lindsay, Pennsylvania State University, Panelist
Cindy McCauley, Center for Creative Leadership, Panelist
Daniel R. Smith, US Army, Panelist
Submitter: Jeffrey R. Lovelace, jeffrey.r.lovelace@gmail.com

181. Symposium/Forum: 1:00PM-2:20PM  S. Hemisphere III
Using Latent Profiles to Capture Emotional Complexity
Although variable-centered approaches have dominated the I-O literature to date, person-centered approaches have made recent advancements in many areas. This symposium extends these advancements to the experience, regulation, and prediction of emotion. Across 4 papers, latent profiles are used to describe and predict the complexity of emotions.
Jill M. Sundie, Virginia Tech, Co-Chair
Daniel J. Beal, Virginia Tech, Co-Chair
Caterina S. Lykusytova, University of Akron, James M. Diefendorff, University of Akron, Regulating Emotions in Oneself and Others: A Latent Profile Approach
Jill M. Sundie, Virginia Tech, Daniel J. Beal, Virginia Tech, Economic Threat and Status Concerns in Social Comparisons Processes
182. Alternative Session Type with multiple papers:  
1:00PM-2:20PM  
S. Hemisphere IV  
Science–Practice Exchange: Using Positive Psychology to Enhance Negative Feedback Interventions  
Research on positive psychology topics including self-compassion and empathic concern is presented within the context of negative feedback interventions. During this science–practice exchange, presenters focus on how to improve acceptance and use of negative feedback for performance improvement above and beyond standard best practices. Break-out discussion sessions follow the presentations.  
Submitter: Alison L O’Malley, John Deere, Co-Chair  
Stephan F. Young, Center for Creative Leadership, Co-Chair  
Don Vandewalle, Southern Methodist University, A Positive Psychology Foundation Model for Leader Development  
Jessica M. Nicklin, University of Hartford, Cathleen A. Swody, Thrive Leadership, We’re All Just Human: Examining the Impact of Self-Compassion on Negative Feedback  
Elena Svetieva, Center for Creative Leadership, Emotional Display and Negative Feedback: What Has the Science Taught Us?  
Submitter: Alison L O’Malley, OMalleyAlison@JohnDeere.com

183. Alternative Session Type with presenters:  
1:00PM-2:20PM  
S. Hemisphere V  
#TheStruggleIsReal: What You Didn’t Learn in Graduate School  
Recent I-O graduates discuss the unexpected roadblocks and challenges as they begin their careers. What do academic standards and best practices look like when you try to apply them in organizations? Practitioners grapple with these gray areas. Is there life after graduate school? What does it really look like?  
Nicole B. Landowski, University of Nebraska at Omaha, Chair  
Jace Dallman, Omaha Public Schools, Presenter  
Ray G. Klahr, Hennepin County, Presenter  
Laura D. Olean, Independent Practitioner, Presenter  
Submitter: Nicole B. Landowski, nlandowski@unomaha.edu

184. Symposium/Forum: 3:00PM-4:20PM  
Americas Seminar  
Team-Related Constructs: How and What to Measure?  
Organizations are increasingly using teams for day-to-day businesses, creating a need for accurate team phenomena measurement. This symposium highlights current and emerging practices related to the measurement of team-related constructs (e.g., leadership, trust, performance). Presentations focus on understanding key team-related constructs, drawing from different methodologies (e.g., team profiles, meta-analysis, theoretical review).  
Jennifer Feitosa, City University of New York, Brooklyn College, Chair  
Shannon L. Marlow, Rice University, Co-Chair  
Dana C. Verhoeven, Clemson University, Marissa L. Shuffler, Clemson University, William S. Kramer, Clemson University, Teamwork State Profiles: A New Approach to Conceptualizing Team Processes  
Jennifer Feitosa, City University of New York, Brooklyn College, Rebecca Grossman, Hofstra University, William S. Kramer, Clemson University, Eduardo Salas, Rice University, Team Trust and Performance: A Meta-Analysis of Measurement Idiosyncrasies  
Christina N. Lacerenza, Rice University, Denise L. Reyes, Rice University, Shannon L. Marlow, Rice University, Dana Joseph, University of Central Florida, Eduardo Salas, Rice University, Measuring Leadership Behaviors: A Review  
Shannon L. Marlow, Rice University, Denise L. Reyes, Rice University, Megan E. Gregory, Michael E. DeBakey Veterans Medical Center, Eduardo Salas, Rice University, A Systematic Review of Team Performance Measures  
Amanda L. Woods, Rice University, Taylor Scoatee, University of Texas at Arlington, Jennifer Feitosa, City University of New York, Brooklyn College, C. Shawn Burke, University of Central Florida, The What, How, and When of Team Feedback Delivery  
Submitter: Shannon L. Marlow, shannon.l.marlow@rice.edu
190-1 Review of Gender Differences in Organizational Citizenship Behavior
Authors reviewed theory and findings with regard to relationships between gender and organizational citizenship behavior (OCB). Based on self-report OCB studies, female employees tend to report that they perform more communal OCB (e.g., altruism), whereas male employees tend to report that they perform more agentic OCB (e.g., sportsmanship).

Seulki Jang, University of South Florida
Tammy D. Allen, University of South Florida
Submitter: Seulki Jang, seulki@mail.usf.edu

190-2 Assessing Responsibility and Cooperation via SJTs: A Feasibility Study
The feasibility of developing situational judgment test (SJT) items to assess two narrow personality traits was examined. Responsibility and cooperation SJT items appear to pick up on broad conscientiousness and agreeableness traits to about equal degrees, suggesting that it may be challenging to target SJTs toward narrow traits.

Juliya Golubovich, Educational Testing Service
Cristina Anguiano-Carrasco, Educational Testing Service
Patrick Barnwell, Educational Testing Service
Submitter: Juliya Golubovich, jgolubovich@gmail.com

190-3 Personality and Contextual Covariates of Organizational Citizenship Motives
Employees engage in citizenship behaviors to benefit others and/or themselves. Across a Canadian student sample and a U.S. working sample, authors explored the personalities that underlie each citizenship motive and the contextual factors associated with these motives. Self-serving motives are associated with workplace deviance when unpaired from other-serving motives.

Timothy Wingate, University of Calgary
Joshua S. Bourdage, University of Calgary
Clara Lee, University of Calgary
Submitter: Timothy Wingate, timothy.wingate@ucalgary.ca

190-4 Clustering Around the Criterion: Performance Profiles and Effort-Based Outcomes
A latent profile analysis was conducted to identify subgroups of performers on 3 performance tasks. Results indicated patterns of performers that differed on effectiveness and efficiency. Subgroups producing low effort were found in both high and low performing profiles. A post-hoc quadratic effect was found between effort and performance.

Reed J. Bramble, Wayne State University
Submitter: Reed J. Bramble, reed.bramble@wayne.edu

190-5 Do Cultural Dimensions Moderate OCB Rater Agreement? A Meta-Analysis
This meta-analysis examined the influence of national culture (individualism–collectivism, power distance, masculinity–femininity, uncertainty avoidance, and long- vs. short-term orientation) on the convergence between self- and observer-ratings of organizational citizenship behaviors. Correlational and mean difference results indicated that self–observer agreement was moderated by Hofstede’s cultural dimensions.

Angela Lee, University of Illinois at Urbana-Champaign
Nichelle C. Carpenter, University of Illinois at Urbana-Champaign
Submitter: Angela Lee, alee99@illinois.edu

190-6 Denying Others’ Contributions: Relative Status and Peer Response to Voice
Research investigates how team members respond to their teammates’ improvement-oriented voice, and the way peer responses to voice influence team effectiveness. Unfavorable responses to voice are most likely from equal-status peers, and teams in which members react negatively to others’ voice tend to perform less effectively.

Jin Wook Chang, HEC Paris
Jin Nam Choi, Seoul National University
Submitter: Jin Wook Chang, changj@hec.fr

190-7 Decision-Making Performance: The Interplay of Intelligence and Ego Depletion
This study examined within-and between-person differences in decision-making performance and how these differences were influenced by intelligence, ego depletion, and their interaction. Findings revealed a positive relationship between intelligence and decision-making performance. Although decision-making performance improved over time, these improvements were partially offset by deleterious effects of ego depletion.

Maria S. Chushak, Saint Louis University
Dustin K. Jundt, Saint Louis University
Submitter: Maria S. Chushak, mchushak@slu.edu

190-8 Undermining Yourself: Moral Emotions Perspective on Consequences of Social Undermining
A novel framework is provided for understanding the consequences of social undermining for the perpetrator. Using a scenario-based experiment (pilot) and organizational data (Study 1), authors show that employees feel ashamed (and reduced pride) after undermining coworkers especially when behaving morally is central to their identity, resulting in poorer task performance.

Lawrence Houston, III, Oregon State University
Lance Ferris, Pennsylvania State University
Craig D. Crossley, University of Central Florida
Submitter: Lawrence Houston, III, lawrence.houston@oregonstate.edu

190-9 Development and Validation of Implicit Measures of Organizational Citizenship Motives
Implicit Association Test (IAT) procedures were used to develop nonbipolar, valence-balanced IATs designed to measure three organizational citizenship motives. Confirmatory factor analysis of nested models provided evidence of convergent and discriminant validity and regression analyses provided limited criterion-related validity evidence. The results suggest the measures warrant further development and study.

Tonielle M. Fiscus, Missouri State University
Donald L. Fischer, Missouri State University
Submitter: Donald L. Fischer, donalfischer@missouristate.edu

190-10 Meta-Analyzing Intrinsic Motivation’s Relationship to Organizational Citizenship Behavior
The meta-analysis examines the relationship between intrinsic motivation and organizational citizenship behavior, and explores the moderating effect of culture. Based on 42 samples, the population correlation is .38, implying that OCB might be performed for self-expression. In collectivist cultures the relationship is significantly higher (.44) than in individualistic cultures (.36).
190-11 Medical Students’ Prosocial Knowledge Mediates Effects of Personality on Performance
Indian medical students’ (N = 343) prosocial knowledge positively correlated (.21, p < .01) with their clinical performance. Both Agreeableness (.24, p < .01) and Conscientiousness (.13, p < .05) personality traits showed positive correlations with students’ prosocial knowledge, which mediates the relationships between students’ personality traits and clinical performance.
Kamalika Ghosh, Rice University
Stephan J. Motowidlo, Rice University
Saswati Nath, R. G. Kar Medical College and Hospital
Submitter: Kamalika Ghosh, ghosh.kamalika@gmail.com

190-12 Who Participates in Unions? Applying Latent Class Analysis
Applying latent class analysis, research identified 6 profiles of union members that differ quantitatively and qualitatively in how they participate. Both union-related and demographic antecedents differentiated membership across the 6 profiles. Results suggest that person-centered rather than variable-centered analyses may be more meaningful for union participation research.
Alexander S. McKay, Pennsylvania State University
Elizabeth M. Grimaldi, Pennsylvania State University
Michael E. Hoffman, Pennsylvania State University
Robert D Reimer, USAF Academy
Gordon M. Sayre, Pennsylvania State University
Susan Mohammed, Pennsylvania State University
Submitter: Alexander S. McKay, asm273@psu.edu

190-13 Psychological Safety, Voice, and Constructive Controversy: A Multiple Mediated Model
This manuscript explores the conditions under which team voice will improve team harmony, rather than lead to destructive conflict. Results suggest that team voice quality, but not voice quantity, mediates the relationship between psychological safety climate and constructive controversy. Overall, this manuscript highlights the benefits of accounting for voice quality.
Kyle Brykman, Queen’s Smith School of Business
Genevieve C. Hoffart, University of Calgary
Submitter: Kyle Brykman, k.brykman@queensu.ca

190-14 Social Penetration of Authenticity in Strong or Weak Political Climate
Research examined coworkers’ acceptance of focal employees’ exhibited (in)authenticity. Findings suggest that employees’ exhibited authenticity positively relates to coworkers’ social inclusion and thus helping behavior, and the coworkers’ perceived political climate moderates the positive relationship such that the relationship is stronger when the coworkers perceive the workplace as nonpolitical.
Yipeng Tang, Hong Kong Polytechnic University
Xu Huang, Hong Kong Baptist University
Erica Xu, Hong Kong Baptist University
Submitter: Yipeng Tang, edypang@gmail.com

190-15 Compulsory Citizenship Behavior and Equity Sensitivity in Stress Perceptions
This study seeks to explain how potentially beneficial behaviors for organizations may inadvertently lead to negative consequences for individuals, particularly those who report high entitlement (one dimension of equity sensitivity). The indirect effect of compulsory citizenship behavior on job stress through distributive justice, conditional upon one’s equity sensitivity, was examined.
Sarah N. Guarino, Saint Louis University
Dustin K. Jundt, Saint Louis University
Submitter: Sarah N. Guarino, guarinos@slu.edu

190-16 Predicting the Longitudinal Process of Adaptive Performance With Adaptive Expertise
This study examines the unique relationships between the 2 dimensions of adaptive expertise and the 2 stages of adaptive performance. Results revealed that change sensitivity was positively related to general performance but negatively related to transition adaptation; strategy proficien- cy was positively related to reacquisition adaptation.
Wenmo Kong, George Mason University
Zitong Sheng, George Mason University
Frances J. Kim, George Mason University
Jose M. Cortina, George Mason University
Submitter: Wenmo Kong, changer9451@gmail.com

190-17 Moderating Effect of Telecommuting and Personality on Performance Over Time
Over a 40-week period, a 3-way interaction among tenure, telecommuting, and personality on 2 objective performance indices was examined for 2 samples (N = 298). In line with Murphy’s (1989) performance model, findings indicate that telecommuting and personality are important predictors of performance at later stages of the job.
Alexandra Jacobsen, Central Michigan University
Stephen O. Attar, Central Michigan University
Eleanor Lovering, Central Michigan University
Matthew S. Prewett, Central Michigan University
Submitter: Alexandra Jacobsen, ajacobsen14099998@hotmail.com

190-18 When Manipulative People Do Helpful Things: Machiavel-lianism and OCB Engagement
Competitive work environment was associated with exemplification (an impression management tactic), which was in turn related to organizationally targeted OCBs for people high in Machiavellianism. As expected, interpersonally targeted OCBs did not show this relationship, possibly because interpersonal OCB directly benefits the employee’s competition.
Ashley D. Cooper, Central Michigan University
Dorothy A. Simpson, Central Michigan University
Kyle Joseph Mann, Central Michigan University
Kimberly E. O’Brien, Central Michigan University
Submitter: Ashley D. Cooper, acoope31@gmail.com

190-19 Gender, Gender Identity Salience, and Helping Outcomes
This study examined gender identity salience and how it impacts the relationship between gender and helping outcomes at work. The findings show evidence that men and women’s perceptions of gender identity influence their motivations, expectations, and behavior with regard to helping in the workplace.
Joyce Hwang, San Diego State University
Sandra Martinez, San Diego State University
Ruth A. Topete, San Diego State University
Mark G. Elfring, San Diego State University
Submitter: Joyce Hwang, mailjoycehwang@gmail.com

190-20 Beyond Behavioral Checklists: Perceived Breadth of Organizational Citizenship Behavior
Previous measures of OCB include behavioral checklists that might not apply to every job. This may contribute to the problems with extra-role and discretionary distinctions between contextual and task performance. Findings in 2 working samples suggest that the new organizational citizenship behavior (OCB) Perception Scale might offer improvements.
Ye Ra Jeong, Central Michigan University
Kimberly E. O’Brien, Central Michigan University
Alexander Stermer, Central Michigan University
Kateryna Chaykovska, Central Michigan University
Submitter: Ye Ra Jeong, yerajeong@gmail.com

190-21 Fit and Unethical Decision Making: Dark Side of Person-Organization Fit
Research examined whether individuals fit better in different ethical climates, moderated by empathy and the Dark Triad, and whether fit, reciprocity or affiliation mediated the interaction of climate and personality on UDM. In caring climates, reciprocity and identification mediated the relationship between climate and UDM.
Chad C. Parson, Baruch College/CUNY Graduate Center
Submitter: Chad C. Parson, chad.parson@aon.com
190-22 Establishing a Nomological Network of Student Citizenship Behavior
The construct validity of student OCBs were examined by establishing a nomological network. Results supported the hypothesized pattern of relationships with a wide range of variables, showing that OCBs operate similarly in the work and academic contexts. Additionally, results support the use of separate student OCB dimensions.
Timothy J. Bartkoski, University of Missouri-St. Louis
Andie J. Preuss, University of Missouri-St. Louis
John P. Meriac, University of Missouri-St. Louis
Submitter: Timothy J. Bartkoski, tjb39@mail.umsl.edu

190-23 The Influence of Task Interdependence on Intraindividual Performance Variability
This study distinguished between tasks along a continuum of interdependence (primarily independent to primarily interdependent) within a highly interdependent team setting in an examination of intraindividual performance variability. Results showed that primarily independent tasks displayed interindividual differences in intraindividual performance trajectories and that task interdependence moderated this effect.
Erik D. Pesner, Baruch College & the Graduate Center, CUNY
Charles A. Scherbaum, Baruch College & the Graduate Center, CUNY
Submitter: Erik D. Pesner, erikpesner@gmail.com

190-24 Social Network Ties and Organizational Citizenship Behavior: A Curvilinear Relationship
Authors argue that friendship network centrality is positively and linearly related to employee OCB, but advice tie centrality and OCB have a curvilinear relationship such that employees will engage in higher levels of OCB at moderate levels of advice centrality than at low and high levels. Findings supported these predictions.
Kristin Scott, Clemson University
Claudia C. Cogilser, Texas Tech University
William L. Gardner, Texas Tech University
Debbie Laverie, Texas Tech University
Seth Lee, Clemson University
Jason Rinaldo, Texas Tech University
Thomas Zagenczyk, Clemson University
Submitter: Kristin Scott, kdswork@gmail.com

190-25 Recipient Personality and Reactions to Reactive and Proactive Help
Authors examined the differential consequences of reactive and proactive help for recipients' creative performance and willingness to help, and the moderating role of recipient Extraversion and Emotional Stability. Findings indicate that Extraversion and Emotional Stability moderate the effects of reactive and proactive help on willingness to help but not creativity.
Addison Daniel Maerz, Queen's University
Matthias Spitzmuller, Queen's University
Submitter: Addison Daniel Maerz, maerz.a@queensu.ca

190-26 Ethics of Business Decision Making: Deontic Defaults and Override Thresholds
In many organizational settings, decision makers must weigh factors that have moral or ethical connotations against cost/benefit or profit-related factors. Using the deonance model, the authors investigated such decisions to determine the varying strengths of connotative and contributive factors. Implications for theory and practice of organizational psychology are discussed.
Robert G. Folger, University of Central Florida
Christopher M. Stein, University of Central Florida
Steven W. Whiting, University of Central Florida
Submitter: Robert G. Folger, rfolger@ucf.edu

190-27 Gender Ideology as a Moderator of the Gender–OCB Relationship
This study examined gender ideology as a moderator of the effects of gender on the performance of gender-congruent OCBs. Survey data from participants across a wide range of jobs revealed that men with a traditional gender ideology reported more civic virtue performance than women and men with an egalitarian ideology.

190-28 Differences in Judgment and Decision Making Across Job Levels
Leadership judgments drive corporate performance. However, it is common for leaders to make poor decisions. Therefore, it is necessary to look at judgment tendencies and the ability to learn from past mistakes. This study examines judgment at different job levels to identify differences in key judgment tendencies.
Michael A. Tapia, Hogan Assessment Systems
Blaine H. Gaddis, Hogan Assessment Systems
Submitter: Michael A. Tapia, mtapia@hoganassessments.com

190-29 State Humility and Helping: Explaining a Dynamic Relationship
Using a meta-analysis, authors examined 3 types of social interactions as trust antecedents: trustor–trustee (dis)similarity, length and quality of relationship, and communication. Moderator analyses were conducted to compare the magnitudes of correlations for different antecedents. Findings lend importance to both research and practice on trust formation.
Hanyi Min, Bowling Green State University
Yi Wang, Bowling Green State University
Zitong Sheng, George Mason University
Submitter: Hanyi Min, mhanyi@bgsu.edu

190-30 Social Interactions as Antecedents of Employee Trust: A Meta-Analytic Review
Drawing upon social exchange and organizational support theory, this study proved the mediating role of affective organizational commitment (AOC) between perceived organizational support (POS) and employees' in- and extra-role performance, and the moderating role of employee status for both the POS–AOC relationship as well as the entire mediating process.
Chang-Wook Jeung, Yonsei University
Jeong Won Lee, Yonsei University
Seong Won Yang, Yonsei University
Submitter: Chang-Wook Jeung, jcw1905@gmail.com

190-31 Consequences of Perceived Organizational Support and Role of Employee Status
Drawing upon social exchange and organizational support theory, this study proved the mediating role of affective organizational commitment (AOC) between perceived organizational support (POS) and employees' in- and extra-role performance, and the moderating role of employee status for both the POS–AOC relationship as well as the entire mediating process.
Hae Lyeng Rose Kim, Seoul National University
Seo In Yoon, Seoul National University
Seokhwa Yun, Seoul National University
Submitter: Hae Lyeng Rose Kim, aqua007@snu.ac.kr

190-32 The Effect of Coworker LMXSC on Citizenship Behaviors
This study shows the positive relationship between leader–member exchange social comparison (LMXSC) and interpersonal citizenship behavior (ICB), and the mediating role of coworker exchange (CWX). Further examination on the moderating effect of coworker popularity identified low coworker popularity as a boundary condition between perceived coworker LMXSC and CWX.
Seokhwa Yun, Seoul National University
Seo In Yoon, Seoul National University
Hae Lyeng Rose Kim, Seoul National University
Submitter: Hae Lyeng Rose Kim, aqua007@snu.ac.kr

190-33 A CTT and IRT Investigation and Revision of OCB Measurement
CTT and IRT analyses indicated that the negatively worded items in the Williams and Anderson (1991) OCB scale are properly constructed but are most likely measuring a unique construct (CWB). As such, empirical evidence is provided that supports previous claims that OCB and CWB constructs are distinct.
Garet C. Foster, Bowling Green State University
Alexandra Henderson, Bowling Green State University
Michael J. Zicker, Bowling Green State University
Submitter: Garet C. Foster, fosterg@bgsu.edu
191. Symposium/Forum: 3:00PM-3:50PM  Australia 3
Providing Social Support: Helping or Harming the Provider?
Social support exchange improves organizational functioning, yet relatively little is known about what the support provider gains or loses from this process. This symposium takes a unique perspective and presents 3 studies that used quantitative and qualitative methods to examine the positive and negative effects of providing social support.

Courtney M. Bryant, Michigan State University, Co-Chair
Chu-Hsiang Chang, Michigan State University, Co-Chair
Anita C. Keller, University of Groningen, Co-Chair
Robert R. Sinclair, Clemson University, Liu-Qin Yang, Portland State University, Janelle H. Cheung, Oregon Health & Science University, Michael T. Silter, FurstPerson, Cynthia D. Mohr, Portland State University, Would Returning the Favor from Coworkers Hurt Employee Work Engagement?

SinHui Chong, Michigan State University, Anita C. Keller, University of Groningen, Courtney M. Bryant, Michigan State University, Chu-Hsiang Chang, Michigan State University, Differential Effects of Social Burden: Needs Fulfillment and Work Meaningfulness

Jeremiah T. McMillan, University of Georgia, Alexandra Tuminia, Baruch College & the Graduate Center, CUNY, Erin Eatough, Baruch College & The Graduate Center, CUNY, The Implications of Social Support Facets for Job Satisfaction

Submitter: Courtney M. Bryant, bryantcourtney@gmail.com

192. Friday Seminar: 3:00PM-4:20PM  N. Hemisphere E1
Friday Seminar: Performance Management Reform: What Works and Where We're Still Missing

PREREGRISTRATION AND ADDITIONAL FEE REQUIRED. Over time, performance management processes have become more formalized, time consuming, and process rich. But the question increasingly being asked is this: Are they yielding sufficient ROI to justify their time and costs? The state of the practice, what we've learned, and most promising methods for PM reform will be reviewed.

Richard J. Chambers, II, PepsiCo, Coordinator
Elaine D. Pulakos, CEB, Presenter
Sharon Arad, PDRI, a CEB Company, Presenter

Submitter: Richard J. Chambers, II, richchambersii@gmail.com

193. Friday Seminar: 3:00PM-4:20PM  N. Hemisphere A2
Friday Seminar: Automated Conversion of Social Media Into Data: Demonstration and Tutorial

PREREGRISTRATION AND ADDITIONAL FEE REQUIRED. Recent technological advances have brought the automated collection of data from social media, such as personal websites, discussion forums, Facebook, and Twitter, within the abilities of the average I-O psychologist or HR professional. In this hands-on seminar, learn the ins and outs of these big data techniques using freely available, open-source software.

Emily J. Grijalva, University of Buffalo, Coordinator
Richard N. Landers, Old Dominion University, Presenter

Submitter: Emily J. Grijalva, emilygrijalva@gmail.com

194. Panel Discussion: 3:00PM-3:50PM  N. Hemisphere A3
(Mis)Measuring Leadership Fit: Difficult, Dynamic, and a Game Changer to Company Success

Understanding fit within an organization and a team is difficult and dynamic. This panel of test providers and practitioners will discuss fit and why they should be as diligent about measuring fit as they are measuring more common selection processes; discussion will include successes and failures of measuring fit.

Scott C. Whiteford, Talent Plus, Inc., Chair
Karl Giuseffi, Talent Plus, Panelist
Audrey Grolig, Cancer Treatment Centers of America, Panelist
Megan K. Leasher, Macy’s, Inc., Panelist
Robin E Ludewig, UCLA, Panelist

Submitter: Scott C. Whiteford, scottwhiteford@gmail.com

195. Alternative Session Type with presenters: 3:00PM-3:50PM  N. Hemisphere E4
The Toothless I-O Shark Tank
More I-O psychologists are considering careers that commercialize their scientific research. This program will repeat the 2016 session based on the TV show “Shark Tank.” Aspiring entrepreneurial I-O psychologists will pitch their ideas to successful entrepreneurial I-O psychologists. Unlike TV, feedback will be developmental and without expectation of funding.

Laura L. Heft, Edward Jones, Chair
William H. Macey, CultureFactors, Inc., Presenter
Matt Barney, LeaderAmp, Inc, Presenter
Sandra Hartog, BTS, Presenter

Submitter: Laura L. Heft, laura.heft@edwardjones.com

196. Alternative Session Type with multiple papers: 3:00PM-4:20PM  N. Hemisphere E1
Opportunities and Challenges in Electronic Human Resource Management

Electronic human resource management (eHRM) systems are changing how organizations configure and implement human resource management practices and processes. In this session the authors share evidence-based scholarship and theory while considering realities of the implementation of eHRM systems. Presenters are some of the foremost experts and practitioners in these areas.

Sandra L. Fisher, Clarkson University, Janet Marler, University at Albany- State University of New York, e-HRM Innovation: An Organizational Ambidexterity Perspective

Richard D. Johnson, University at Albany, State University of New York, Dianna L. Stone, University at Albany, SUNY/Virginia Tech, Employees’ Reactions to a Human Resource Information System

Stanley M. Gully, Pennsylvania State University, Jean Phillips, Pennsylvania State University, Chip Luman, HireVue, Quinton Ayers, HireVue, Kaytlyn R. Grivsold, Pennsylvania State University, Interviewee Reactions to a Technologically Mediated Interviewing Process

Joseph Keebler, Embry-Riddle Aeronautical University, Applying Augmented Reality in Training – A Brief History and Future Insight

Submitter: Stanley M. Gully, gully@psu.edu

197. Symposium/Forum: 3:00PM-4:20PM  N. Hemisphere E2
Demonstrating the Varied Uses of Computational Models

Computational modeling offers organizational scientists the opportunity to garner scientific knowledge for multiple research purposes. This symposium demonstrates the varied uses of computational models to make predictions on team outcomes in basketball, prescribe recommendations for organizational decision making, explain the glass ceiling effect, and discover new insights into team functioning.

Goran Kuljanin, DePaul University, Chair
Michael T. Braun, University of South Florida, Co-Chair
Goran Kuljanin, DePaul University, Neal Outland, DePaul University, Elizabeth Gorski, DePaul University, Jake Weiss, DePaul University, Melissa Vazquez, DePaul University, A Team-Level Computational Model of Basketball: Predicting Team Performance

Michael T. Braun, University of South Florida, Michelle S. Kaplan, University of South Florida, Missing the Forest for the Trees: Perils in Multilevel Decision Making

Benjamin R. Levine, SDOS, University of Maryland, Sara Barth, University of Maryland, Hannah L. Samuelson, University of Maryland, Jennifer L. Wessel, University of Maryland, James A. Grand, University of Maryland, Goran Kuljanin, Decision Making: An Integrative Perspective

Underneath the Glass Ceiling: Modeling Gender Stratification in Organizations

James A. Grand, University of Maryland, Goran Kuljanin, DePaul University, Michael T. Braun, University of South Florida, Steve W. J. Kozlowski, Michigan State University, Georgia T. Chao, Michigan State University, Task Environments and Team Effectiveness: A Computational Exploration

Submitter: Goran Kuljanin, gkuljani@depaul.edu
198. Panel Discussion: 3:00PM-4:20PM  |  S. Hemisphere III
N. Hemisphere E3
I-O Entrepreneurs: Applying Psychology to Startups and Small Businesses
Creating a successful business requires a unique set of competencies. I-O psychologists are trained in organizational effectiveness, but the experiences of starting your own business provide training that cannot be anticipated through study or consulting. This panel explores challenges from I-O psychologists who are in various stages of entrepreneurship.
Sarah S. Fallaw, DataPoints, Chair
Ken Lahti, Psychobble, Panelist
Scott Mondore, Strategic Management Decisions, Panelist
Jennifer Murphy, Quantum Improvements Consulting LLC, Panelist
William A. Gentry, Center for Creative Leadership, Discussant
Submitter: Sarah S. Fallaw, sfallaw@datapoints.com

199. Symposium/Forum: 3:00PM-3:50PM  |  N. Hemisphere E4
Going Global: Cross-Cultural Measurement of Big Five Personality Scales
Organizations are increasingly moving from a domestic workforce to global, presenting challenges interpreting test results. Rather than assuming measurement comparability, it is important to consider the impact of regional differences. This multifaceted symposium examines measurement comparability in normal personality tests, utilizing a variety of analytical techniques, instruments, and samples.
Monica D. Elcott, PSI Services LLC, Chair
Casey W. Johnson, OutMatch, Keith D. McCook, OutMatch, Evaluating Differential Item Functioning (DIF) in Personality Assessments Across Cultures
Sage Ro, IBM, Lisa Wagner, IBM, Belinda K. Smith, Crossmark, Leader Personality Across Cultures: Investigating Measurement Equivalence
John D. Morrison, Jr., ES&D, Joseph D. Abrahm, PSI Services LLC, Monica D. Elcott, PSI Services LLC, Big Five Personality Scale DIF: A Cross Cultural Examination
Submitter: Monica D. Elcott, melcott@psionline.com

200. Symposium/Forum: 3:00PM-3:50PM  |  S. Hemisphere I
Going Beyond the Behavior: Systematically Understanding Consequences of Proactive Behavior
More thorough research on both outcomes of proactive behavior and the conditions that influence these outcomes is needed in order to better understand when proactive behavior is truly effective. This symposium empirically examines multiple outcomes and conditional influences of proactive behavior in response to this need.
Clair A. Reynolds Kueny, Missouri University of Science and Technology, Chair
Asma Bagash, University of Warwick, Dawn L. Eubanks, University of Warwick, Karoline Strauss, ESSEC Business School Paris, On a Leader’s Turf: Unintended Consequences of Proactive Behavior
Crystal I. Farh, University of Washington, Kyoungji (Jo) Oh, Michigan State University, John R. Hollembek, Michigan State University, Andrew Yu, Michigan State University, Stephanie M. Lee, Michigan State University, Danielle D. King, Michigan State University, Help Her, Help Them: Leader’s Role Facilitating Gender-Integrated Team Performance
Clair A. Reynolds Kueny, Missouri University of Science and Technology, Dustin K. Jundt, Saint Louis University, Reactions to Team-Member Proactive Behavior: Influence of the Team Context
Mindy K. Shoss, University of Central Florida, Discussant
Submitter: Clair A. Reynolds Kueny, kuenyc@mst.edu

201. Debate: 3:00PM-3:50PM  |  S. Hemisphere II
Is Employee Engagement Still Relevant to Modern Organizations? A Debate
HR leaders must continually assess the ROI of their engagement initiatives. In this session, experts in employee engagement debate the nature of employee engagement and its importance and relevance to organizational performance.
Laura Sywulak, Baruch College & CUNY Graduate Center, Moderator
Justin G. Black, Glint, Presenter
Tiffany Ivory Malloy, ADP, Presenter
Garet N. Howardson, Hofstra University, Presenter
Submitter: Laura Sywulak, lasywulak@gmail.com
207. Community of Interest: 4:00PM-4:50PM Asia 3
Technology Trends Leading HR Practice: Key Opportunities for Research?
Agility, liquid workforce, gig economy. Repeatedly we are seeing technological advances reshape the way in which organizations structure work, manage employees, and shape culture. In this interactive session, we will facilitate discussion related to emerging digital HR trends that support flexible, adaptive, and responsive workforces.
Jessica L. Kane, Accenture, Host
Joshua M. Sacco, Facebook, Host
Deborah K. Ford, Accenture, Coordinator
Submitter: Deborah K. Ford, Deborah.ford@accenture.com

208. Alternative Session Type with presenters: 4:00PM-4:50PM Asia 4
IGNITE + Panel Discussion: M&As in the I-O World
I-O psychologists from 6 merged/acquired organizations will discuss experiences in an IGNITE format. Speakers will spend 5 minutes on background of the merger, the profile of the new company, positives, negatives, and lessons learned during the process. Afterwards, they will compare experiences and discuss recommendations for future mergers.
Casey W. Johnson, Assess Systems, Chair
Kevin Impelman, IBM, Presenter
Autumn Z. Epps, Baylor Scott & White Health, Presenter
Molly L. Delaney, Google, Presenter
Carol Jenkins, Assess Systems, Presenter
Karline A. Chapman, Willis Towers Watson, Presenter
Joel Philo, Infor, Presenter
Submitter: Casey W. Johnson, cjohnson@outmatch.com

209. Panel Discussion: 4:00PM-4:50PM Asia 5
Get It Together: When Assessment Practices and Business Strategy Converge
As the I-O field matures, the need to align assessment practices with business strategies becomes clearer. Four leading I-O professionals will discuss how differing corporate values and strategies influence assessment and other HR practices. Panelists will provide practical implications and discuss research needed to advance the literature.
Noelle B. Frantz, Shaker, Co-Chair
Marc Wenzel, Shaker, Co-Chair
Rebecca H. Bryant, Bank of America, Panelist
Christine L. Pusilo, Amazon.com, Panelist
Evan R. Theys, Google, Panelist
Amy Powell Yost, Capital One, Panelist
Submitter: Noelle B. Frantz, noelle.frantz@shakercg.com

210. Poster: 4:00PM-4:50PM Atlantic BC
Performance Management/Withdrawal/Job Analysis

210-1 Relative Human Capital and Racioethnic Disparities in Voluntary Turnover
Authors examined the influence of relative employee organizational tenure on racial-ethnic differences in voluntary turnover. Theory suggests such differences, disadvantaging minorities, would be reversed among employees high in relative tenure. Data from 16,623 retail employees across 735 stores supported this contention with job performance fully mediating the Asian–White difference.
Sasha Pustovit, Rutgers University
Patrick F. McKay, Rutgers University
Derek R. Avery, Wake Forest University
Submitter: Patrick F. McKay, pmckay@smr.rutgers.edu

210-2 Electronic Performance Monitoring Type Predicts Monitoring Perceptions and Contextual Performance
Invasive EPM practices can have profound effects on employee attitudes and behaviors. A study of 237 participants identified different types of EPM practices using factor analysis and found that more invasive types predicted negative behavioral outcomes (i.e. CWBs). This relationship was primarily mediated by perceptions of privacy invasion.
Jon C. Willford, George Washington University
David L. Tomczak, George Washington University
William Peter Jimenez, Old Dominion University
Daniel Ravid, George Washington University
Tara S. Behrend, George Washington University
Submitter: Jon C. Willford, email@jonwillford.com

210-3 The Impact of Feedback Environments on Performance Outcomes
The availability of real-time feedback has been a criticism of typical performance management practices. This study examined relationships among the feedback environment, feedback orientation, and performance outcomes. The feedback environment indirectly influenced performance outcomes through feedback seeking. Results elucidate the mechanisms through which supervisors may influence performance outcomes.
Amanda L. Blinebry, University of Missouri-St. Louis
John P. Meriac, University of Missouri-St. Louis
Submitter: Amanda L. Blinebry, ablnebry@4solutions.com

210-4 An Evaluation of Withdrawal, Burnout, and CWB Item Overlap
The purpose of this study was to investigate overlap between items that are intended to measure withdrawal, burnout, counterproductive work behavior, and job boredom. The results demonstrated evidence of overlap between the 4 constructs, as 38% of the items were judged to be confounded with multiple constructs.
Izza Rasul, Illinois University
Nichelle C. Carpenter, University of Illinois at Urbana-Champaign
Submitter: Izza Rasul, rasul2@illinois.edu

210-5 Why We Want to Leave You: Effects of Leader Loneliness
The team level outcomes of leader workplace loneliness were examined. Results showed that leader loneliness can positively predict team-level turnover intention. Team-level trust in leaders mediates the relationship between leader loneliness and team-level turnover intention.
Xiao Chen, Huazhong University of Science and Technology
Jian Peng, Jinan University
Submitter: Jian Peng, pengjiannut@163.com

210-6 Applying the JD-R Model to Turnover Intentions and Departmental Turnover
This study examined the influence of perceived job demands on turnover intentions and turnover behavior. On the individual level, perceptions of demands were related to turnover intentions (job resources did not moderate). On a departmental level, perceptions of demands were related to turnover behavior (job resources did moderate).
Madison E. Hanscom, Colorado State University
Dorey S. Chaffee, Colorado State University
Kemol J. Anderson, Colorado State University
Samantha A. Stelman, Colorado State University
Jeanette N. Cleveland, Colorado State University
Alison Elsaesser, Strategic Programs, Inc
Submitter: Madison E. Hanscom, madison.hanscom@gmail.com

210-7 Efficacy and Self-Regulation: The Role of Feedback and Conscientiousness
Moderating effects from feedback and conscientiousness were tested on the efficacy–effort relationship. Results indicated that self-efficacy mediated the relationship between prior performance and effort on a subsequent task but only if (a) participants were conscientious and received positive feedback or (b) participants were low in conscientiousness and received negative feedback.
Matthew S. Prewett, Central Michigan University
Ashley D. Cooper, Central Michigan University
Amanda Scherr, Central Michigan University
Amanda Delongchamp, Central Michigan University
Morgan Harrison, Central Michigan University
Submitter: Ashley D. Cooper, acoope31@gmail.com
This study sought to bring clarity to the performance feedback literature by updating research on the role of self-esteem in the motivational consequence of negative feedback. Trait self-esteem moderates the effects of self-threatening negative feedback on performance motivation.

Michael J. Covell, Baruch College and the Graduate Center, CUNY
Kristin Sommer, Baruch College and the Graduate Center, CUNY

Submitter: Michael J Covell, mcovell58@gmail.com

210-9 Does Erraticism Predict Voluntary Turnover? Multinational Corporation's 10-Year Longitudinal Study

This 10-year longitudinal study looks at the effects of erraticism on voluntary turnover using gender as a moderator in a multinational technology corporation with 100,000 employees. Results were very interesting because erraticism seems to be positively correlated with voluntary turnover for men but the correlation is negative for women.

Alex Dumenci, Intel Corp.
Ming Leung, University of California Berkeley
Shawn M Del Duco, Intel Corporation

Submitter: Alex Dumenci, alex.dumenci@intel.com

210-10 Under Pressure: Effects of High Performance Expectations on Turnover Intentions

The effects of work pressure consistently perform at maximum performance in employees who work in the public sector, in which work pressure yields turnover intent through emotional exhaustion, is examined. Additionally, it is argued that low levels of perceived organizational support can strengthen these effects.

Sophie Romay, University of Houston
Jordan E. Kirkland, University of Houston
Alec B. Nordan, University of Houston
Lars U. Johnson, University of Houston
Mike Olson, University of Houston
Ricardo Obasare, University of Houston
Nikola Fedorowicz, Syracuse University
Payton Stewart, University of Houston
L. A. Witt, University of Houston

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

210-11 The Negative Effects of Employee Loyalty in Political Environments

Loyalty was examined as a moderator of the nonlinear politics–work outcomes relationship. Data from a sample of sales people offered support for the hypothesis that loyal employees’ satisfaction and performance are not affected at low to moderate levels of politics but are negatively affected at moderate to high levels of politics.

B. Parker Ellen III, Northeastern University
Christian Kiewitz, University of Dayton
Wayne A. Hochwarter, Florida State University
Gerald R. Ferris, Florida State University

Submitter: B. Parker Ellen III, p.ellen@northeastern.edu

210-12 The Role of Honor in Reactions to Negative Performance Feedback

Honor beliefs reflect the desire to maintain a tough public reputation or suffer shame, and may impact responses to negative performance feedback. In an experimental study, honor beliefs were associated with negative reactions to critical feedback, except when given in a public format. Results of a field investigation were inconclusive.

Kimberly E. O’Brien, Central Michigan University
Daniel Edward Gould, Central Michigan University
Ashley M. Ford, Central Michigan University

Submitter: Kimberly E. O’Brien, obrie1ke@cmich.edu

210-13 A Predictive Turnover Model for Global Private Banking Relationship Managers

This paper describes the development and evaluation of a predictive voluntary turnover model for private banking relationship managers at a global financial services firm. The paper takes an applied focus on how to create such a model and communicate its findings to key stakeholders.

Jeffrey S. Conway, Credit Suisse
Sarah E. Frick, University of South Florida

Submitter: Jeffrey S. Conway, jsc5684@gmail.com

210-14 Role, Manager, and Team Resources as Predictors of Turnover

This study examined the relationship among role, manager, and team resources and turnover among employees at a large medical device company. Using objective turnover data, results revealed that employees who perceived fewer resources (especially role resources) were more likely to voluntarily leave the company.

Chloe Wilson, Clemson University
Matthew R. Millard, NuVasive, Inc.
Anton Sytine, Clemson University
Kristen S. Jennings, Clemson University
Kandice N. Goguen, Clemson University
Thomas W. Britt, Clemson University

Submitter: Chloe Wilson, chloe5@g.clemson.edu

210-15 Leader–Member Exchange, Leader–Leader Exchange, Career Success Expectation, and Turnover Intention

Based on social cognitive career theory, authors proposed and testified a cross-level moderated mediation model using data from 52 supervisors and 242 subordinates. Specifically, authors confirmed employees’ career success expectation mediated the negative relationship between LMX and turnover intention. Furthermore, LLX, as the group-level first-stage moderator, strengthened the indirect effect.

Zhishuang Guan, Peking University
Ye Li, Peking University
Minya Xu, Peking University

Submitter: Zhishuang Guan, zhishuangguan.pku@gmail.com

210-16 Validation of an Off-the-Shelf Competency Solution for Nine Job Families

Many organizations develop competency models to guide HRM efforts, but models may be based in business trends more than science, making validity evidence scarce, the authors developed and validated an off-the-shelf competency solution to help organizations identify individuals with personal characteristics aligned with critical competencies for 9 job families.

Blaine H Gaddis, Hogan Assessment Systems
Heather Hayes, Hogan Assessment Systems

Submitter: Blaine H Gaddis, bgaddis@hoganassessments.com

210-17 Ambiguity and Time Pressure: Resulting Biases in Performance Evaluations

Supervisors are often under pressure to conduct evaluations and may be prone to implicit biases in their ratings. This study examined the relations among employee race, time pressure, ambiguity, and bias in performance evaluations. Findings indicate a 3-way interaction among race, performance level, and time pressure.

Rachel L. Heinen, Pennsylvania State University
Joshua Fairchild, Creighton University

Submitter: Joshua Fairchild, joshuafairchild@creighton.edu

210-18 Development and Analysis of a More Concise Feedback Environment Scale

This paper examines the Feedback Environment Scale (FES) and provides a concise, rigorously tested, psychometrically sound shortened measure of feedback environment for use in future research. Using 3 independent samples, an initial validation of a 28-item measure of workplace feedback environment was developed, tested, and established.

Chad J. Marshall, U.S. Army AMRDEC
Matt C. Howard, University of South Alabama

Submitter: Chad J. Marshall, cjml423@jagmail.southalabama.edu

210-19 Relational Antecedents of Turnover Intent: An Examination of Influence Pathways

Using working adults (N = 318), research extended the measurement of social relations and their role in turnover intentions by examining social network content, strength, structure, and influence. Results identify 3 direct predictors of turnover intent: spousal pressure, friends leaving the organization, and advisors wanting employees to stay.
210-20 Job Crafting and Work Outcomes: A Meta-Analytic Relative Weight Analysis
Job crafting is a form of proactive behavior in which employees change their perceived job characteristics. Although many researchers have emphasized the positive effects of job crafting, others have called attention to potential negative consequences. This confusion is addressed via a meta-analytic relative weight analysis of K = 90 studies.

Ian M. Katz, Saint Louis University
Kristi N. Lavigne, Saint Louis University
Cort W. Rudolph, Saint Louis University
Hannes Zacher, University of Leipzig

Submitter: Cort W. Rudolph, rudolphc@slu.edu

210-21 How Trustworthy Is Our Cumulative Knowledge on Turnover?
An analysis of 84 distributions from 5 recently published meta-analyses on turnover suggests that cumulative knowledge on turnover may be threatened by outliers and/or publication bias. Findings indicate that outliers not only adversely affect naive meta-analytic estimates but may also distort publication bias analysis results.

James G. Field, Virginia Commonwealth University
Sven Kepes, Virginia Commonwealth University
Frank A. Bosco, Jr., Virginia Commonwealth University

Submitter: James G. Field, j.g.field@hotmail.com

210-22 When Ostracism Leads to Turnover: The Moderating Role of Attachment Style
This study examined the relationship between WPO and turnover. Using a cross-lagged methodology, results revealed that WPO enhances one’s intentions to quit through a reduced sense of organizational identification. This effect was weaker among people higher compared to lower in anxious attachment to coworkers. Limitations and implications are discussed.

Erik D. Pesner, Baruch College and the Graduate Center, CUNY
Katerina Gonzalez, Baruch College and the Graduate Center, CUNY
Kristin Sommer, Baruch College and the Graduate Center, CUNY
Mary Kern, Baruch College, CUNY

Submitter: Erik D. Pesner, erikpesner@gmail.com

210-23 A Relational Perspective of Multisource Feedback on Firm Performance
This study draws on interpersonal and relational perspectives to examine the relationship between multisource feedback and organizational performance. Using relational coordination as a mediator, research explains how and why MSF influences organizational performance. Moreover, an innovation strategy as a critical contingency is examined.

 Eenhee Kim, Cornell University
Hun Whee Lee, Michigan State University

Submitter: Hun Whee Lee, leehun@broad.msu.edu

210-24 Receptivity to Feedback: Investigating Sign, Specificity, and Goal Orientation
To better understand the moderators impacting receptivity to performance feedback, the interactions among 3 variables were explored: feedback sign, feedback specificity, and goal orientation. Conducted online, participants performed mathematical and verbal tasks, and self-reported receptivity to feedback presented. A 3-way interaction was found. Implications and future research are discussed.

Christopher J. Waples, University of Nebraska at Kearney
Patrick A. Knight, Kansas State University

Submitter: Christopher J. Waples, waplescj@unk.edu

210-25 When and How People Job Craft: An Empirical Test
This study examined a portion of Wrzesniewski and Dutton’s (2001) original jobcrafting model, using a moderated mediation analysis. It was found that jobcrafting mediates the relationship between need for control and job satisfaction and that the link between need for control and job crafting is moderated by interdependence.

Matthew J. Betts, Georgia Institute of Technology
Ruth Kanfer, Georgia Institute of Technology

Submitter: Matthew J. Betts, mbetts26@gmail.com

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Lynn Beer, Kansas State University
Aaron Entringer, Kansas State University
Steve R. VanKrevelen, Kansas State University
Patrick A. Knight, Kansas State University

Submitter: Lynn Beer, lmbeer@ksu.edu

210-26 Perceived Masculinity and Femininity of Managers and the Feedback Environment
This study looked into the relationship between the perceived masculinity/femininity of supervisors and the feedback environment. Measures utilized were the Feedback Environment Scale (FES) and the Personal Attributes Questionnaire (PAQ). The results identified a relationship between the perceived masculinity and femininity of supervisors and the feedback environment.

Jeremy William Pawlak, University of Akron
Paul E. Levy, University of Akron

Submitter: Jeremy William Pawlak, jeremywpawlak@gmail.com

210-27 Meta-Task Processes Don't Always Hurt: The Role of Emotional Regulation
An experiment was conducted to examine why meta-task feedback (e.g., normative feedback) may reduce performance. The results showed that self-efficacy partially explains why meta-task feedback has negative effects. Also, suppressors are less likely to experience such negative effects, whereas this is not the case for reappraisers.

Katherine Anne Hudson, University of Iowa
Christina S. Li, University of Iowa
Brady Firth, University of Iowa
Zhenyu Yuan, The University of Iowa

Submitter: Katherine Anne Hudson, katherine-hudson@uiowa.edu

210-28 The Space Between: Distance in Leader–Member Relationships and Subordinate Turnover
The authors examined how demographic and affective differences and how physical and psychological distance influence subordinate turnover intentions. Outcomes of 112 supervisor–subordinate dyads were tested. Findings suggest that differences in age and negative affectivity, as well as psychological distance, are positively related to turnover intentions, whereas sex differences reduce turnover.

Taylor K. Odle, Tennessee Higher Education Commission
Timothy P. Munyon, University of Tennessee

Submitter: Taylor K. Odle, taylor.odle@tn.gov

210-29 Beyond Performance: Categorizing Motives for Distorting Performance Ratings
It has been assumed that managers aim to accurately rate performance, but appraisal ratings also reflect purposeful distortions. Managers were presented with a comprehensive set of motives for distorting ratings to identify underlying factors. Exploratory factor analysis (N = 201) revealed 7 factors. Discussion of findings and future research follows.

Jacqueline Beres, Brock University
Lisa M. Keeping, Wilfrid Laurier University
Sara Murphy, Wilfrid Laurier University

Submitter: Sara Murphy, murp7670@moyalier.ca

210-30 Job Analytic Comparisons of Critical Competencies Across Industries
Using archival job analytic data, authors examined the degree of consistency in competencies required for effective job performance across 10 industries. Findings suggest that characteristics identified as important for jobs in one industry are likely to generalize across industries with few exceptions.

Matthew R. Lemming, Hogan Assessment Systems
Alisha M. Ness, University of Oklahoma

Submitter: Matthew R. Lemming, mlemming@hoganassessments.com

210-31 Using Oculometrics to Conduct Job Analyses for Knowledge Workers
The interface between a worker and his/her computer prohibits job analysts to get a clear picture of the work executed by knowledge workers. The goal of the present effort is to evaluate how
Performance
Speed Dating: Finding the Right Approach to Accelerate Performance
Submitter: Brad Haime, brad_haime@GLIC.com
David Snyder, Whole Foods Market,
Jeffrey W. Orlando, Deloitte,
Kevin Loo, JetBlue Airways,
Presenter
Paul Karavis, New York Life,
partner with the data scientist community on HR-related, big data projects.

psychologists working in applied settings, it is becoming more common to have significant effects on the performance rating variable suggest that there may be less potential for discrimination in the evaluation of aggressive behavior.

Jason D. Way, ACT, Inc.
Submitter: Jason D. Way, jason.way@act.org

211. Alternative Session Type with presenters:
4:00PM-4:50PM Australia 3
Speed Dating: Finding the Right Approach to Accelerate Performance
A fun twist to the Alternative session: Applying the "Bachelorette" theme to selecting the right performance management system (PMP). Can we help a company select a new performance management system based on their critical requirements, including PM philosophy; business alignment; execution, feedback and development; rating scales and rewards, and simplification.
Brad Haime, Guardian Life Insurance, Presenter
Paul Karavis, New York Life, Presenter
Kevin M. Dooley, Deutsche Bank, Presenter
Kevin Loo, JetBlue Airways, Presenter
Jeffrey W. Orlando, Deloitte, Presenter
Dave Snyder, Whole Foods Market, Presenter
John P. Steele, Best Buy, Presenter
Submitter: Brad Haime, brad_haime@GLIC.com

212. Panel Discussion: 4:00PM-4:50PM N. Hemisphere A3
LGBT Inclusion in a Diverse World
With such differences in cultures, regions, and religions in the world, how do we approach LGBT inclusion in a global economy? In this session, presenters explore what organizations are facing when it comes to ensuring equity for LGBT employees and how challenges are handled while highlighting successes in the efforts.
Julie S. Nugent, Catalyst, Chair
Aldricka Pollack, Catalyst, Panelist
Elizabeth (Betsy) Hosick, Ms., Chevron Corporation, Panelist
Kimberley Messer, IBM, Panelist
Isabel Porras, Out and Equal Workplace Advocates, Panelist
David Williams, Sodexo, Panelist
Submitter: Sarah Dinolfo, sarah.dinolfo@gmail.com

213. Panel Discussion: 4:00PM-4:50PM N. Hemisphere A4
Analysis and Measurement: Where Data Science and I-O Intersect
Data science is a continuation of data analysis fields such as statistics, data mining, and predictive analytics (Northwestern, 2016). "Big data" has become an important topic at board-level meetings (van der Aalst, 2014), and as I-O psychologists working in applied settings, it is becoming more common to partner with the data scientist community on HR-related, big data projects.

Anne Scaduto, Capital One, Co-Chair
Jennifer L. Harvel, Amazon, Co-Chair
Sharyn Aufenanger, ASPR, Panelist
Donald Hale, Jr, NC State University, Panelist
Mark H. Ludwick, Charter Communication, Panelist
Submitter: Anne Scaduto, scadoots@gmail.com

214. Panel Discussion: 4:00PM-4:50PM N. Hemisphere E4
The Dark Side of Personality: Risks and Benefits in Organizations
This panel will focus on the benefits and risks of applying "dark side" personality measures in selection and development for leaders. Panelists with internal and external consulting experience discuss personality measures for leaders within multiple organizational contexts, and how differents differ within an organizational culture and how fit is impacted.
Laura Eigel, PepsiCo, Chair
Kira L. Barden, PepsiCo, Panelist
Christopher Coultas, Leadership Worth Following, Panelist
Jennifer Novakoske, Strategic Talent Solutions, Panelist
Submitter: Laura Eigel, lalitha.urs@gmail.com

215. Symposium/Forum: 4:00PM-4:50PM S. Hemisphere I
Thinking About Systems Thinking: Conceptual Review, Measurement, and Criterion-Related Validity
"Systems thinking" is of considerable interest across many intellectual disciplines, including I-O psychology, but existing research is fragment and frequently conceptual rather than empirical. This symposium features a cohesive program of I-O and human factors research aimed at: (a) reviewing extant literature, (b) skill-based measurement, and (c) criterion-related validity.
Reesha Sh. Dalal, George Mason University, Chair
MaryJo Kolze, George Mason University, Amanda Harwood, George Mason University, Stephen J. Zaccaro, George Mason University, Molly Kluck, George Mason University, Wemmo Kong, George Mason University, Reesha Sh. Dalal, George Mason University, Tyler Shaw, George Mason University, Sam Monfort, George Mason University, Systems Thinking: A Conceptual Review and Integration
Wemmo Kong, George Mason University, Samantha R. Dubrow, George Mason University, MaryJo Kolze, George Mason University, Reesha Sh. Dalal, George Mason University, Tyler Shaw, George Mason University, Predicting Job Performance with Systems Thinking: An Individual Difference Perspective
Amanda Harwood, George Mason University, William Miller, George Mason University, MaryJo Kolze, George Mason University, Jacob Quartuccio, George Mason University, Tyler Shaw, George Mason University, Michael Ingerick, HumRRO, Adapting the Multiple-Attribute Task Battery to Measure Systems Thinking
Submitter: Reesha Sh. Dalal, rdalal@gmu.edu

216. Symposium/Forum: 4:00PM-4:50PM S. Hemisphere II
All Quiet on the Organizational Front: Knowledge Hiding and Silence
This symposium explores 2 relatively new constructs—knowledge hiding and silence—and offers insights into how they are different, and how they both can lead to dysfunction and deviance in organizations. Across 3 papers, the authors distinguish the two constructs and explore how each contributes to cycles of deviance and abuse.
David Zweig, University of Toronto-Scarborough, Co-Chair
Kristyn A. Scott, Ryerson University, Co-Chair
Sabina Boglovi, University of Ljubljana, Catherine E. Connelly, McMaster University, Matej Cerne, University of Ljubljana, Miha Skerljavaj, BI Norwegian Business School, Linn Van Dyne, Michigan State University, Conceptual and Empirical Differences and Similarities Between Knowledge Hiding and Silence
Almasa Sarabi, George-August-University Goettingen, Soo Min Toh, University of Toronto, Silence Across Borders: A Model of Subsidiary Manager Silence
David Zweig, University of Toronto-Scarborough, Kristyn A. Scott, Ryerson University, Deviance Begets Deviance: Knowledge Hiding and Abusive Supervision Over Time
Sandra Robinson, University of British Columbia, Discussant
Submitter: David Zweig, zweig@utsc.utoronto.ca
217. Panel Discussion: 4:00PM-4:50PM  S. Hemisphere III  
The Doctor Is In: Organizational Culture Change in Healthcare
The healthcare sector has arguably undergone more changes than any other sector in recent years. Thoughtful culture development and talent management strategies can help organizations manage change effectively. Practitioners in the healthcare sector will discuss how changes in healthcare have impacted their organizational culture and talent management strategies.

Alice Wastag, Denison Consulting, Chair  
Lauri Gniatzyk Byars, Blue Cross Blue Shield of Michigan, Panelist  
Ashley M. Gudro, CHE-Trinity Health, Panelist  
Susan Lindquist, Susan Lindquist, Panelist  
David Zagorski, Kaiser Permanente, Panelist
Submitter: Alice Wastag, awastag@denisonculture.com

218. Panel Discussion: 4:30PM-5:50PM  N. Hemisphere E1  
Best Practices for Fostering the Career Development of Millennials
I-O practitioners from different companies and industries will discuss their best practices and offer suggestions for attracting and retaining millennials through the use of tailored career development strategies.

Vanessa A. Jean, Texas A&M University, Co-Chair  
Katherine Sullivan, Frito Lay, Co-Chair  
Tomeka Jordan, Management Concepts, Panelist  
Brandon W. Jordan, Towers Watson, Panelist  
Christopher M. Rosett, Verizon Wireless, Panelist
Submitter: Katherine Sullivan, katy.sullivan@pepsico.com

219. Symposium/Forum: 4:30PM-5:50PM  N. Hemisphere E2  
Advanced Measurement of Team Dynamics
Measuring team dynamics is a challenge but holds the key to understanding time-varying relationships. A measurement framework is advanced for enhancing the construct validity of our measures, and then feature 2 “big-data” approaches: computer-aided text analysis and wearable sensors. Strengths and weaknesses of the approaches are highlighted.

John E. Mathieu, University of Connecticut, Chair  
Margaret M. Luciano, Arizona State University, Seminar Park, University of Connecticut, Scott T. Tannenbaum, Group for Organizational Effectiveness, Measurement Alignment in the Team Dynamics Literature  
Mikhail A. Wolfson, University of Connecticut, John E. Mathieu, University of Connecticut, Development and Validation of CATA Team Process Dictionaries  
Dale E. Watson, University of Connecticut, Mikhail A. Wolfson, University of Connecticut, Wearing Team Dynamics on your Sleeve: What can we Learn from Wearable Sensors?  
Winston R. Bennett, Jr., Training Research Laboratory, Discussant  
Gerald F. Goodwin, U.S. Army Research Institute, Discussant
Submitter: Semin Park, semin.park@business.uchannel.edu

220. Symposium/Forum: 4:30PM-5:50PM  N. Hemisphere E3  
The Changing Nature of Work: Empirical Trends and Organizational Responses
Changes in the impact that work has on workers’ behavior/attitudes are commonly referenced. Despite this, there is little research substantiating these propositions. This symposium empirically documents changes in work and workers and sheds light on how talent management approaches should be adapted for the 21st century of work.

Lauren A. Wegman, Yahoo Inc., Co-Chair  
Lauren A. Wegman, Yahoo Inc., Brian J. Hoffman, University of Georgia, U.S. at Work: Changes in the Psychological Experience of Working  
William A. Gentry, Center for Creative Leadership, Andrea L. Hetrick, University of Georgia, Brian J. Hoffman, University of Georgia, Nathan T. Carter, University of Georgia, Leader Behavior and Outcomes: Age, Period, and Generation Changes  
Andrea L. Hetrick, University of Georgia, Brian J. Hoffman, University of Georgia, The Increasing Importance of Interpersonally Oriented Behaviors Across Decades  
Jimmy Zheng, University of Central Florida, Mindy K. Shoss, University of Central Florida, Job Demands, Control, and Commitment: Does Full-Time Status Matter?
Submitter: Brian J. Hoffman, hoffmanb@uga.edu

221. Special Events: 4:30PM-5:50PM  Pacific BC  
Invited Speaker Session: SIOP Shaken & Stirred
Shaken & Stirred is not a session, it’s an event to celebrate those who are pushing the boundaries of I-O and challenging others to do the same. Fifteen handpicked thought leaders have just 2 minutes to answer one seemingly simple question: “What if...?”

Jennifer Weiss, HR Alignment Consulting, Chair  
Aarti Shyamsunder, Psynomastics Consulting, Co-Chair  
Derek R. Avery, Wake Forest University, Presenter  
Alexis A. Fink, Intel Corporation, Presenter  
Amy Dawgert Grubb, Federal Bureau of Investigation, Presenter  
Benjamin Hawkes, Shell International, Presenter  
Michelle (Mikki) Hebl, Rice University, Presenter  
Mitchell L. Marks, San Francisco State University, Presenter  
Mike Morrison, Michigan State University, Presenter  
In-Sue Oh, Temple University, Presenter  
Thomas O’Neal, University of Central Florida, Presenter  
Douglas H. Reynolds, DDI, Presenter  
Steven G. Rogelberg, University of North Carolina Charlotte, Presenter  
Katina Sawyer, Villanova University, Presenter  
John C. Scott, APTMetrics, Inc., Presenter  
Benjamin J. Taylor, HireVue, Presenter  
Megan T. Nolan, The University of Akron, Presenter
Submitter: Madhura Chakrabarti, mchakrabarti@deloitte.com

222. Panel Discussion: 5:00PM-5:50PM  Asia 1  
Not Ready for AARP Yet?: Exploring I-O Midcareer Issues
This interactive session includes panelists in the middle of their careers, and a mentor, discussing career issues relevant to midcareer I-O psychologists. Topics include work–family issues, career plateauing, engagement, and life outside I-O. Bring a “coffee” and play “Never Have I Ever,” SIOP edition.

Rick Hense, Bank of America, Chair  
Nancy T. Tippins, CEB, Panelist  
Daniel A. Newman, University of Illinois at Urbana-Champaign, Panelist  
Mark L. Poteet, Organizational Research & Solutions, Inc., Panelist  
Mo Wang, University of Florida, Panelist
Submitter: Rick Hense, rick.hense@bankofamerica.com

223. Special Events: 5:00PM-5:50PM  Asia 2  
Executive Board Special Session: Simple, Social SIOP: Collaborating to Increase SIOP’s Social Media Reach
I-O drives a #SmarterWorkplace—for organizations who know about the work. To improve visibility, an intercommittee collaboration is expanding I-O’s #socialmedia reach. Panelists will share experiences and emerging expertise, and brainstorm with attendees on methods to improve the amount and variety of content, voices, and audience.

Stephanie R. Klein, University of Minnesota-Measurement Services, Chair  
Jose J. Valadez, Louisiana Tech University, Panelist  
Paul Thoresen, CMR, Panelist  
John K. Kennedy, Jr., Half Moon Consulting, Panelist  
Christopher T. Rotolo, PepsiCo, Panelist  
Johanna Johnson Lascano, Clemson University, Panelist  
Lauren A. Mouton, Louisiana Tech University, Panelist
Submitter: Stephanie R. Klein, srklein42@hotmail.com

224. Community of Interest: 5:00PM-5:50PM  Asia 3  
The Meaning and Usefulness of Resilience and Grit for I-O Psychology
Resilience and grit have received considerable attention in academic communities and in the popular press. In this session, participants aim to discuss the meaning and usefulness of grit and resilience measures and interventions, as well as conceptual overlap with related constructs and measures.

Marcus Crede, Iowa State University, Host  
Michael T. Ford, University at Albany, SUNY, Host  
Dev K. Dalal, University at Albany, SUNY, Coordinator
Submitter: Dev K. Dalal, dev.dalal@gmail.com
225. Alternative Session Type with presenters:
5:00PM-5:50PM Asia 4
IGNITE Employee Insights and “Blow Up” Organizational Surveys

Organizations operating in a VUCA environment require flexible and nontraditional approaches to collect data, derive insights, and drive sustainable action. Eight practitioners representing global companies and diverse industries share best practices for running employee insight programs that have real business impact and meet the needs of the dynamic business environment.

Bennett A Price, PepsiCo Inc., Presenter
Christina Fleck, PepsiCo, Presenter
Justin M Bethke, Target, Presenter
Andrea M. Bizarro, JetBlue Airways, Presenter
Sara Brothers, Whole Foods Market, Presenter
Molly L. Delaney, Google, Presenter
A. Silke McCance, Procter & Gamble, Presenter
J.D. Roux, Flex, Presenter
Yolanda L. Winberg, ESPN, Inc., Presenter
Submitter: Bennett A Price, Bprice220@gmail.com

226. Panel Discussion: 5:00PM-5:50PM Asia 5
Whole ‘Nother Ball Game? Talent Management in Sports Organizations

Organizational scientists are increasingly interested in the intersection of sports and I-O psychology. Specific topics of overlap include individual and team performance, goal setting, personnel selection, and leadership. In this panel, this line of inquiry is extended with a discussion of experiences from talent management practitioners working in sports organizations.

Nathan E. Witia, RHR International, Chair
Leslie A. Bethencourt, ESPN, Panelist
Amanda C. Shull, Nike, Inc., Panelist
Dennis Spreenkle, Orlando City SC, Panelist
Heidi Weingartner, Dallas Cowboys, Panelist
Submitter: Nathan E. Witia, nathan.witia@gmail.com

227. Alternative Session Type with presenters:
5:00PM-5:50PM Australia 3
The SIOP 2017 Living History Series Presents: Sheldon Zedeck
Sheldon Zedeck has played a major role in industrial-organizational psychology research, and has served as the editor of the Journal of Applied Psychology and president of SIOP. In this session, we continue the Living History series by interviewing I-O luminaries with the goal of learning from their stories.

Nathan T. Carter, University of Georgia, Chair
Michael A. Daniels, University of British Columbia, Presenter
Alexandra Harris, University of Georgia, Presenter
Kevin Nolan, Hofstra University, Presenter
Sheldon Zedeck, University of California-Berkeley, Presenter
Submitter: Nathan T. Carter, carternt1981@gmail.com

228. Symposium/Forum: 5:00PM-5:50PM N. Hemisphere A3
Integration of Women Into U.S. Army Combat Arms Occupations

In 2015, the Secretary of Defense rescinded restriction of women from direct ground combat. The presenters will describe multilevel studies conducted to meet the congressional mandate for gender-neutral standards for combat ground combat. The presenters will describe multilevel studies conducted to meet the needs of the dynamic business environment.

US Army Research Institute of Environmental Medicine, Edward Zambraski, US Army Research Institute of Environmental Medicine, Validation of Physical Predictor Tests for Combat Arms Military Occupational Specialties
Submitter: Deborah L. Gebhardt, dgebhardt@humrro.org

229. Panel Discussion: 5:00PM-5:50PM N. Hemisphere A4
Implementing Competencies: The Devil Is in the Details

There are clear advantages of a core set of organization-specific competencies integrated into HR processes and systems to meet multiple talent management objectives. Despite the benefits, organizations struggle to make these initiatives successful. A panel of internal and external I-Os discuss the challenges, opportunities, and future of integrated talent management.

Kristin Sanderson Allen, CEB, Chair
Kathleen A. Tuzinski, CEB, Chair
Todd Carlisle, Twitter, Panelist
Caroline C. Cochran, JEMM Consulting LLC, Panelist
Michael R. Crespo, Cargill, Panelist
Hannah J. Foldes, CEB, Panelist
Signe Magnuson Spencer, Korn Ferry Institute, Panelist
Matthew J. Such, CEB, Panelist
Joe Ungemah, Willis Towers Watson, Panelist
Submitter: Kathleen A. Tuzinski, kathy.tuzinski@cebglobal.com

230. Panel Discussion: 5:00PM-5:50PM N. Hemisphere E4
The Maturation of Quality of Hire: I-O Psychologist’s Take

Quality-of-hire metrics can tell us how well our preemployment screenings/assessments are functioning. Practitioners from various internal and external organizations will discuss the importance of measuring quality of hire, various methods used, effective metrics, and how results can be used to increase collaboration between I-O psychologists and our HR business partners.

Lorraine M. Dawson, PepsiCo Inc., Chair
Karlene A. Chapman, Willis Towers Watson, Co-Chair
Cole Napper, Toyota North America, Panelist
Erica L. Hauck, PepsiCo Inc., Panelist
Kathleen Monks, Baylor Scott & White Health, Panelist
Clinton Potter, Baylor Scott & White Health, Panelist
Submitter: Lorraine M. Dawson, lori.dawson@pepsico.com

231. Symposium/Forum: 5:00PM-5:50PM S. Hemisphere I
Test Design Considerations for Optimal Measurement Precision

There is a myriad of decisions that go into developing a personnel selection tool. Oftentimes, client demands or limited resources affect the information available to make these decisions. This session focuses on the investigation of a variety of test design considerations and specifically how these decisions affect measurement precision.

Brett M. Wells, Talent Plus, Inc., Panelist
David F. Dubin, Dublin Advisory Group, Panelist
Anthony S. Boyce, Aon Hewitt, Determining Item-Level Time Limits for Power CATs
Kristin M. Delgado, Select International/Wright State University, Mei-Chuan Kung, Select International, Effects of High Versus Low Stakes Testing on Item and Test Functioning
Darlin Grelle, CEB, Adjusting CAT Starting Difficulty to Improve Precision and Applicant Reactions
Submitter: Sara Lambert Gutierrez, sgutierrez@previsor.com

232. Panel Discussion: 5:00PM-5:50PM S. Hemisphere II
Facilitating Optimal Internships: Considerations, Challenges, and Opportunities

This panel provides guidelines for organizations looking to facilitate successful internships. Panelists with varied relevant experiences will provide recommendations, cautions, and advice for other organizations looking to host internships that are substantive and fruitful for both the company as well as the intern. Audience participation and questions are encouraged.

Maura J. Mills, University of Alabama, Chair
Kimberly Happich, PepsiCo, Panelist
Brian J. Ruggeberg, Aon Hewitt, Panelist
Peter J. Rutigliano, Mercer | Sirota, Panelist
Comila Shahani-Denning, Hofstra University, Panelist
Submitter: Maura J. Mills, mjmills@culverhouse.ua.edu
Mixed Methods Approaches to Understanding Meaning and Meaningfulness of Work

The study of meaningful work has proliferated in recent years, yet mixed method research approaches are lacking. This symposium highlights mixed method approaches to understanding meaningful experiences at work among helping professions, how different generations of workers define meaning at work, and how meaning impacts performance across different contexts.

Matthew J. Monnot, University of San Francisco, Chair

Matthew J. Monnot, University of San Francisco, Understanding the Meaning and Meaningfulness of Work Among Helping Professionals

Kelly Pledger Weeks, Rhodes College, Caitlin Shaffert, Centenary College of Louisiana, Generational Differences in Definitions of Meaningful Work: A Mixed Methods Study

Kristin A. Horan, Bowling Green State University, Mary Moeller, Bowling Green State University, Sonia R. Singh, Bowling Green State University, William H. O’Brien, Bowling Green State University, Clare L. Barratt, Bowling Green State University, Steve M. Jex, Bowling Green State University, Russell A. Matthews, Bowling Green State University, Prosocial Impact as an Indicator of Meaningful Work: Implications for Burnout in a Healthcare

Courtney Deyulio, cut-e USA, Marinus van Driel, cut-e, Katharina Lochner, cut-e Group, The Meaningfulness of Meaningfulness: Exploring the Impact of Context

Bryan J. Dik, Colorado State University, Discussant

Submitter: Matthew J. Monnot, mjmonnot@usfca.edu
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<td>277: Executive Board Session: Getting Engaged in I-O Advocacy and Federal Research Funding</td>
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<td>278: Early Wins in Machine Learning: Practical Examples</td>
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<td>279: Expanding Knowledge About Mobile Assessments Across Devices and Applications</td>
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<td>280: Measuring the Employee Experience in Today’s Ever-Changing Organizational Context</td>
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<td>281: Globalizing Selection Systems: What You Need to Know for Success</td>
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<td>282: Out of Relationship With Turnover: It’s Complicated</td>
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<td>283: Using Personality Assessment to Predict Valued Outcomes in Healthcare</td>
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<td>284: I’m Here. Now What? Perceptions and Impact of Women Leaders</td>
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<td>285: Breaking the Glass: Influence of Applicant Gender on Recruiting</td>
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<td>286: Invited Session: Reflections on the State of Science</td>
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<td>287: Cutting Edge Perspectives of Shared Leadership Networks</td>
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<td>288: Talent Management Data Integration: Are You REALLY Doing It?</td>
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<td>255: More Inclusive I-O Psychology</td>
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<td>297: Do You See What I See? Integrating Divergent Data Insights</td>
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<td>299: Employment Stress &amp; Financial Hardship: Implications for Occ. Health</td>
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<td>300: Beyond Dollars and Cents: The Spectrum of ROI</td>
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<td>301: M'Talk as Work (and Not Just a Recruitment Method)</td>
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<td>302: Item Response Theory: New Directions for Research and Practice</td>
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<td>303: Leveraging Assessment Data: Creative Approaches to Finding Talent</td>
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<td>304: Social Network Analysis: Advantages in Methodology, Theory, and Application</td>
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<td>305: Getting Started as a New Teacher in I-O and OB/HR</td>
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<td>308: Poster Session: Critical Thinking/ Model (yet) in I-O Psychology</td>
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<td>311: The I-O of the Future: A New Era of Research</td>
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<td>314: Poster Session: Small Group Assessment: The State of Innovations</td>
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**Saturday Special Events**

**Continental Breakfast**
Presented by CEB
7:30 AM-8:30 AM
Pacific A + Terrace

**Registration**
8:00 AM-3:00 PM
Convention Foyer

**Coffee Breaks: NEW TIMES!**
9:30 AM-10:00 AM, Presented by Collabra: Psychology
2:30 PM-3:00 PM, Presented by Korn Ferry
Atlantic BC

**Closing Plenary**
4:30 PM 5:30 PM
Pacific BC

**Closing Reception**
6:00 PM-8:00 PM
N. Hemisphere BD
Join Us for More Great SIOP Events!

2017 Leading Edge Consortium
Minneapolis, Minnesota
October 20-21, 2017
Innovations in Executive Coaching:
Deepening Your Expertise in a Dynamic World

SIOP 2018 Conference
April 19-21
Chicago, Illinois
at the Sheraton Grand Chicago
<table>
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<th>Topic</th>
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<tr>
<td>Careers/Mentoring/Socialization/Onboarding/Retirement</td>
<td>Making Telework, Work: Remote Mentoring, Leadership, and Teamwork, S. Hemisphere III, 10:00AM</td>
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<td>Coaching/Leadership Development</td>
<td>Defining, Evaluating, and Improving High Potential Programs, N. Hemisphere E3, 8:00AM</td>
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<td>Consulting Practices/Ethical Issues</td>
<td>Big Data, Big Responsibility: Enabling Users Through Policy and Practice, N. Hemisphere E4, 8:00AM</td>
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<td>Counterproductive Behavior/Workplace Deviance</td>
<td>Creating an Ethical Workplace: Applying a Model for Ethical Behavior, N. Hemisphere A1, 8:00AM</td>
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<td>Emotions/Emotional Labor</td>
<td>Revenge, Heart Problems, and Drugs: Consequences of Workplace Mistreatment, S. Hemisphere II, 11:30AM</td>
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<td>Employee Withdrawal (e.g., absence, turnover)/Retention</td>
<td>Our Relationship With Turnover: It’s Complicated, N. Hemisphere A2, 11:30AM</td>
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<td>Global/International/Cross-Cultural Issues</td>
<td>Beyond Culture’s Consequences: How to Move Forward, S. Hemisphere II, 8:00AM</td>
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<td>Groups/Teams</td>
<td>More Than Just Average: Novel Approaches to Measurement in Teams, N. Hemisphere E1, 8:00AM</td>
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<td>Inclusion/Diversity (e.g., sexual orientation, race, gender)</td>
<td>Work With Me: Practitioner Perspectives on Diversity and Inclusion Research, Americas Seminar Room, 8:00AM</td>
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<td>Leadership</td>
<td>Defining, Evaluating, and Improving High Potential Programs, N. Hemisphere E3, 8:00AM</td>
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<td>Measurement/Statistical Techniques</td>
<td>Natural Language Processing and Text Mining for I-O Psychologists, Asia 4, 8:00AM</td>
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<td>Occupational Health/Safety/Stress &amp; Strain/Aging</td>
<td>Illegitimate Tasks: The Establishment of a Legitimate Construct, Asia 1, 8:00AM</td>
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<td>Innovation/Creativity</td>
<td>Driving Innovation: Beyond Light Bulbs and Thinking Outside the Box, S. Hemisphere III, 8:00AM</td>
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<td>Job Analysis/Design/Competency Modeling</td>
<td>Competency Models: Develop, Socialize, Sustain, N. Hemisphere A4, 3:00PM</td>
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<td>Job Attitudes/Engagement</td>
<td>Limits of Engagement: A Panel Discussion, S. Hemisphere V, 8:00AM</td>
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<td>Judgment/Decision Making</td>
<td>Development and Scoring of Construct-Focused Situational Judgment Tests, S. Hemisphere II, 3:00PM</td>
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<td>Legal Issues/Employment Law</td>
<td>Burden of Proof: Can I-Os and Employment Counsel Successfully Collaborate?, S. Hemisphere A3, 10:00AM</td>
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<td>Contemporary Views and Methods for Dimension Reduction, N. Hemisphere E2, 8:00AM</td>
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<td>R Shiny: Using Visualization With R, S. Hemisphere I, 3:00PM</td>
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<td>Item Response Theory: New Directions for Research and Practice, N. Hemisphere A1, 3:00PM</td>
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<td>Globalizing Selection Systems: What Beyond Culture’</td>
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<td>Alliance Special Session: 100 Years of I-O Research: Contributions From Around the Globe, S. Hemisphere I, 10:00AM</td>
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<td>Alliance Special Session: The Impact of Technology on Recruitment and Selection: International Perspectives, N. Hemisphere E4, 1:30PM</td>
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Organizational Culture/Climate
325 Linking Organizational Culture to Patient Safety and Healthcare Quality, N. Hemisphere E1, 1:30PM

Organizational Justice
293 Posters 6, 13, 17, 24, & 25, Atlantic BC, 12:00PM

Organizational Performance/Change/Downsizing/OD
293 Posters 1, 5, 20, 21, & 30, Atlantic BC, 12:00PM
347 Focusing in on Driving Action in a Shifting Survey Landscape, S. Hemisphere III, 3:00PM

Personality
236 Don’t Take Quotes or Personality Assessment Validities Out of Context, Asia 2, 8:00AM
255 Recent Advances in Personality Assessment and Validation: Beyond Self-Reports, Americas Seminar Room, 10:00AM
275 Posters 1-33, Atlantic BC, 11:00AM
283 Using Personality Assessment to Predict Valued Outcomes in Healthcare, N. Hemisphere A3, 11:30AM
287 Maladaptation: Building the Nomological Net of Derailing Traits and Behaviors, N. Hemisphere E4, 11:30AM
288 Personality Dynamics at Work: Integrating Between-Person Stability and Within-Person Change, S. Hemisphere I, 11:30AM
303 Team-Level Interventions: Using Personality Data to Enhance Team Effectiveness, N. Hemisphere A4, 12:30PM

Prosocial (e.g., humanitarian work psychology, corporate social responsibility, sustainable development)
277 Executive Board Special Session: Getting Engaged in I-O Advocacy and Federal Research Funding Opportunities, Asia 2, 11:30AM
326 Using I-O for Good: The Power of Prosocial I-O Work, N. Hemisphere E2, 1:30PM
338 Posters 1, 6, 10, 22, 26, & 27, Atlantic BC, 3:00PM

Research Methodology (e.g., surveys)
256 Nonprobability Samples: Utility for I-O Research and Practice, Asia 1, 10:00AM
286 Impact, Contribution, and the Culture of Science in I-O Psychology, N. Hemisphere E2, 11:30AM
320 Is There a Replication “Crisis” (Yet) in I-O Psychology?, Australia 3, 1:30PM
330 Taking a “Little Data” Approach in a Big Data World, S. Hemisphere II, 1:30PM
335 Social Network Analysis: Advances in Methodology, Theory, and Application, Asia 3, 3:00PM

Staffing (e.g., recruitment, applicant reactions, selection system design, succession planning, workforce planning)
264 Current and Future DoD-Funded Research Opportunities in I-O Psychology, N. Hemisphere A2, 10:00AM
272 Executive Succession: Potential to Perform or Perform to Potential?, S. Hemisphere II, 10:00AM
295 Breaking the Glass: Influence of Applicant Gender on Recruiting, Asia 1, 12:30PM
331 An Examination of Candidate Completion Rates, S. Hemisphere III, 1:30PM

Strategic HR/Utility/Changing Role of HR
298 Talent Management Data Integration: Are You REALLY Doing It?, Asia 5, 12:30PM
301 MTurk as Work (and Not Just a Recruitment Method), N. Hemisphere A2, 12:30PM
312 Do You See What I See? Integrating Divergent Data Insights, Asia 3, 1:00PM

Teaching I-O Psychology/Student Affiliate Issues/Professional Development
239 What Employers Want: Job Readiness Through High-Impact I-O Classes, Asia 5, 8:00AM
259 Making Research Reproducible: Tutorial for Reproducible Research With R Markdown, Asia 4, 10:00AM
263 Professional Development Words of Wisdom for Students and Early-Career Practitioners, N. Hemisphere A1, 10:00AM
290 SIOP Teaching Tools Available for Industrial-Organizational Psychology Classes, S. Hemisphere III, 11:30AM
306 So You Want to Write a Book? Advice for Authors, N. Hemisphere E3, 12:30PM
311 The I-O of the Future: Identifying and Closing Skill Gaps, S. Hemisphere V, 12:30PM
315 Administration CAN Be Good!, Americas Seminar Room, 1:30PM
316 Communicating Our Value as I-O Practitioners, Asia 1, 1:30PM
317 Executive Board Special Session: Understanding I-O Education and Training From an International Perspective, Asia 2, 1:30PM
337 Getting Started as a New Teacher in I-O and OB/HR, Asia 5, 3:00PM
349 Married... With Children: Strategies for Surviving Grad School With Family, S. Hemisphere V, 3:00PM

Technology (e.g., gamification, social media, simulations)
244 Assessments on Mobile Devices: Our Opportunities at Digital Speed, N. Hemisphere A4, 8:00AM
249 I See What You Did There: Data Visualization in Action, S. Hemisphere I, 8:00AM
268 Social Media for Employment Decisions: The Good, Bad, and Ugly, N. Hemisphere E2, 10:00AM
291 Integrations and Partnering With Technology: Experiences and Best Practices, S. Hemisphere IV, 11:30AM
304 Mobile Assessment: Small Screens Become Mainstream (Demo & Panel Discussion), N. Hemisphere E1, 12:30PM
309 Beyond the Outside, In: Technology’s Influence on I-O Psychology, S. Hemisphere II, 12:30PM
329 I-O Psychology in an IT World, S. Hemisphere I, 1:30PM
336 Using New metaBUS Functions to Facilitate Systematic Reviews and Meta-Analyses, Asia 4, 3:00PM

Testing/Assessment (e.g., selection methods, validation, predictors)
243 Next Generation Assessment: The State of Innovations in Selection Science, N. Hemisphere A3, 8:00AM
260 Novel Approaches to Noncognitive Skills Assessment for the Workplace, Asia 5, 10:00AM
269 High-Potential Identification: You’re Doing It Wrong, N. Hemisphere E3, 10:00AM
279 Expanding Knowledge About Mobile Assessments Across Devices and Applicants, Asia 5, 11:30AM
322 Leveraging Assessment Data: Creative Approaches to Finding Talent, N. Hemisphere A2, 1:30PM
339 Looking Beyond Validity to Ensure Assessment Success, N. Hemisphere A1, 3:00PM

Training
261 Posters 8, 10, 14, 15, 19, 21, 22, & 29-31, Atlantic BC, 10:00AM

Work and Family/Nonwork Life/Leisure
262 New Within-Person Perspectives on Affect Across Work and Home, Australia 3, 10:00AM

32nd Annual Conference
234. Panel Discussion: 8:00AM-9:20AM  Americas Seminar Work With Me: Practitioner Perspectives on Diversity and Inclusion Research
The panel explores strategies to help academics and practitioners translate diversity and inclusion (D&I) research into practice. Practitioners in D&I with academic backgrounds will identify academic-practitioner gaps in the literature and address common barriers associated with conducting D&I research in organizations to narrow the identified gaps.
Sabrina D. Volpone, University of New Mexico, Chair
Jennifer Brown, JBC, Panelist
Kizzy M. Dominguez, KPC, Panelist
Kevin England, Jennifer Brown Consulting, Panelist
Veronica L. Gilrane, Google, Panelist
Katharine R. O’Brien, Rice University, Panelist
Submitter: Sabrina D. Volpone, sabrinavolpone@aol.com

235. Symposium/Forum: 8:00AM-9:20AM  Asia 1
Illegitimate Tasks: The Establishment of a Legitimate Construct
With the changing nature of the workplace, researchers are beginning to identify workplace stressors that have risen alongside the development of novel occupations and organizational practices. This session introduces a contemporary workplace stressor that has only recently been introduced into the occupational health psychology literature: illegitimate tasks.
Erin Eatough, Baruch College & The Graduate Center, CUNY, Co-Chair
Danielle R. Wald, Graduate Center & Baruch College, CUNY, Co-Chair
Danielle R. Wald, Graduate Center & Baruch College, CUNY, Erin Eatough, Baruch College & The Graduate Center, CUNY, The Cost of Inconsistency: Illegitimate Tasks and Workforce Social Support
Ezgi Demircioglu, Middle East Technical University, David J. Howard, University of South Florida, Shani Pindek, University of South Florida, Erin Eatough, Baruch College & The Graduate Center, CUNY, Paul E. Spector, University of South Florida, A Mixed Methods Study Examining Illegitimate Tasks and Attributions
Laurenz L. Meier, University of Neuchatel, Norbert K. Semmer, University of Bern, Illegitimate Tasks: Assessments by Incumbents and Supervisors Predict Strain
Hong Yu, Microsoft, Bradley E. Gray, Baruch College & The Graduate Center, CUNY, Mariano Mugayar-Baldocchi, Baruch College & The Graduate Center, CUNY, Gender Differences on the Perception of Illegitimate Tasks
Steve Jex, Bowling Green State University, Discussant
Submitter: Danielle R. Wald, daniellerwald@gmail.com

236. Symposium/Forum: 8:00AM-9:20AM  Asia 2
Don’t Take Quotes or Personality Assessment Validities Out of Context
Data from meta-analyses suggest that situational specificity is the rule for personality measure validity, as opposed to the highly generalizable validities seen with cognitive ability tests. The purpose of this symposium is to demonstrate the importance of taking context into account when using personality to predict performance.
Jeff W. Johnson, CEB, Chair
Robert P. Tett, University of Tulsa, Nathan A. Hundley, University of Tulsa, Neil Christiansen, Central Michigan University, Meta-Analysis and the Situational Specificity of Personality Test Validity
Ryne A. Sherman, Florida Atlantic University, Person x Situation Interactions in Predicting Workplace Performance
Dorothy A. Simpson, Central Michigan University, Neil Christiansen, Central Michigan University, Kevin M. Dawson, Central Michigan University, Occupational Differences in the Validity of Narrow Personality Traits
Jeff W. Johnson, CEB, Predicting Leader Performance from Personality: Context Is Essential
Submitter: Jeff W. Johnson, jejohnson@cebglobal.com

237. Symposium/Forum: 8:00AM-9:20AM  Asia 3
Enhancing Understanding of Team Diversity Through the Lens of Faultlines
The employment of diverse teams in organizations has increased. Examining diversity from the perspective of faultlines yields a different viewpoint that can clarify the inconsistent conclusions of extant research. The goal of this symposium is to shed new light on the effects of team diversity through the lens of faultlines.
Alex P. Lindsey, Indiana University-Purdue University Indianapolis, Chair
Ashley A. Membere, George Mason University, Eden B. King, George Mason University, Scott Tonidandel, Davidson College, Alex P. Lindsey, Indiana University-Purdue University Indianapolis, Ho Kwan Cheung, George Mason University, Remy Jennings, Davidson College, When Team Diversity Facilitates Performance: Understanding Fractured Behavioral Patterns
Alex P. Lindsey, Indiana University-Purdue University Indianapolis, Katerina Bezrukova, Santa Clara University, Chester S. Spell, Rutgers University, Isaac E. Sabat, George Mason University, Daniel B. Shore, George Mason University, Eden B. King, George Mason University, Cracking Under Pressure: A Context-Centered Perspective on Team Faultlines
Mirko Antino, Instituto Universitario de Lisboa (ISCTE-IUL), Ramón Rico, Universidad Autónoma de Madrid, Sherry Thatcher, University of South Carolina, Intrateam Incivility and Collective Turnover in Faultline-Based Teams
Jamie Perry, Cornell University, Katerina Bezrukova, Santa Clara University, Chester S. Spell, Rutgers University, Meta-Analytic Evidence and Critical Contingencies of Resource-Based Subgroups
Submitter: Alex P. Lindsey, aplindse@gmail.com

238. Master Tutorial: 8:00AM-9:20AM  Asia 4
Natural Language Processing and Text Mining for I-O Psychologists
Advances in natural language processing (NLP) are unlocking novel workplace research opportunities and ushering in text-based analytical solutions. This session teaches essential text mining techniques and principles via 3 I-O-specific cases studies—employee surveys, personality detection and resume-based selection algorithms—and will include reproducible code in R.
Allison B. Yost, CEB, Presenter
Andrea K Kropp, CEB, Presenter
Cory Kind, CEB, Presenter
Submitter: Allison B. Yost, abyost86@gmail.com

239. Panel Discussion: 8:00AM-9:20AM  Asia 5
What Employers Want: Job Readiness Through High-Impact I-O Classes
This panel of academicians and practitioners will present practical applications of high-impact experiential practices in I-O psychology courses that develop the skills and competencies necessary for students’ professional success. The panel will engage in an interactive dialogue with the audience to ensure psychology students are well-prepared for today's workforce.
Alaina C. Keim, Bellarmine University, Co-Chair
Julianne Brown, Walmart, Co-Chair
Megan K. Church-Nally, Bellarmine University, Panelist
David R. Earnest, Towson University, Panelist
Kathy MacKay, Aon Hewitt, Panelist
Adriana M.F. Sanders, Austin Peay State University, Panelist
Submitter: Alaina C. Keim, courtkeim@gmail.com

240. Symposium/Forum: 8:00AM-9:20AM  Australia 3
Advancing Occupational Health Psychology Using Objective Health Outcomes
Occupational health psychology has historically focused on psychological or self-reported health, limiting knowledge about physical and physiological health outcomes. The current set of papers link working conditions to objective health. A variety of novel designs (e.g., longitudinal, episodic, intervention) and outcomes (e.g., BMI, metabolic risk, cardiovascular, immune) are examined.
Tori L. Crain, Colorado State University, Co-Chair
Kimberly A. French, University of South Florida, Co-Chair
Tori L. Crain, Colorado State University, Donald M. Truxillo, Portland State University, Leslie B. Hammer, Oregon Health & Science University, Todd Bodner,
Panelist Joshua P. Liff, HireVue,

241. Symposium/Forum: 8:00AM-9:20AM  N. Hemisphere A1
Creating an Ethical Workplace: Applying a Model for Ethical Behavior
Workplace ethics remain at the forefront of concerns for organizations of all types where employees can do harm as a result of unethical behavior. This session reviews a model for workplace ethics and its application to develop a program to create an ethical work culture for “low pay/high trust” jobs.
Paul R. Sackett, University of Minnesota, An Actionable Model of the Determinants of Employee Unethical/Counterproductive Behavior
John A. Weiner, PSI, Designing a Program to Promote Workplace Ethics
Cathleen M. Callahan, Performance-Based Selection, Development of Ethics Training and a Culture Survey: Model Application
Keith Pyburn, Jr., Fisher & Phillips, LLP, Legal Considerations for Workplace Ethics Programs
Neal W. Schmitt, Michigan State University, Discussant
Submitter: John A. Weiner, jweiner@psiionline.com

242. Symposium/Forum: 8:00AM-9:20AM  N. Hemisphere A2
Interpreting the Gender Gap: Understanding Women’s Experiences in STEM Fields
Women’s underrepresentation in STEM is a growing area of concern for policy makers, practitioners, and researchers alike. This symposium highlights the gender gap in STEM by exploring women’s experiences at various stages of career development. Topics cover a range of women’s experiences including psychological, educational, and health outcomes.
Valerie N. Streets, University of Tulsa, Co-Chair
Mahima Saxena, Illinois Institute of Technology, Co-Chair
Breanna R. Weder, University of Missouri-St. Louis, Melinda M. Siebert, University of Missouri-St. Louis, Bettina J. Casad, University of Missouri-St. Louis, Academic and Social Climate Outcomes Vary by Gender Representation in STEM Subfields
Valerie N. Streets, University of Tulsa, Michael Litano, Old Dominion University, Debra A. Major, Old Dominion University, Modeling the Development of STEM Identity
Paula Costa, Texas A&M University, Kathi N. Miner, Texas A&M University, Jia Wang, Texas A&M University, Work–Family Conflict and Well-Being for Female Students in STEM
Cristina M. Neacsu, Illinois Institute of Technology, Mahima Saxena, Illinois Institute of Technology, Target Experiences of Workforce Incumbency for Women in STEM
Jacqueline Gilberto, Rice University, Margaret E. Beier, Rice University, Reducing the Gender Gap in STEM Education Using Authentic Projects
Submitter: Valerie N. Streets, valerie-streets@utulsa.edu

243. Panel Discussion: 8:00AM-9:20AM  N. Hemisphere A3
Next Generation Assessment: The State of Innovations in Selection Science
This panel will explore how technological shifts and market demands have precipitated a new wave of assessment research and solutions focused on more dynamic and improved applicant experiences while maintaining the need to deliver selection tools that meet industry standards and best practice guidelines for validating selection procedures.
Joshua P. Liff, HireVue, Chair
Nathan J. Mondragon, HireVue, Panelist
Matthew Minter Cohen, pymetrics, Panelist
David J. Scarborough, Western New Mexico University, Panelist
Martin Lanik, Pinsight, Panelist
Mark Mazurkiewicz, Amazon.com, Panelist
Submitter: Joshua P. Liff, josh.liff@gmail.com

244. Alternative Session Type with presenters:
8:00AM-9:20AM  N. Hemisphere A4
Assessments on Mobile Devices: Our Opportunities at Digital Speed
This session will discuss current issues in the use of mobile devices for completing candidate assessments. The IGNITE sessions will cover topics ranging from prevalence of test completion on mobile devices, using mobile assessment technology as a recruitment tool, and key elements of a successful mobile assessment app.
Mark S. Urban, Right Management, Presenter
John F. Skinner, Sears Holdings Corporation, Presenter
Jennifer E. Lowe, Hogan Assessment Systems, Presenter
Amber L. Smittick, Hogan Assessment Systems, Presenter
Joel Quintela, Quintela Group LLC, Presenter
Submitter: Mark S. Urban, marksurban@netzero.net

245. Panel Discussion: 8:00AM-9:20AM  N. Hemisphere E1
More Than Just Average: Novel Approaches to Measurement in Teams
This panel will discuss issues with current approaches to team assessment and discuss alternative methods for considering team dynamics within current research. A diverse set of scientist–practitioners will discuss these issues and more novel approaches to team measurement, including social network analysis, unobtrusive measures, and latent profile analysis.
Fred S. Switzer, III, Clemson University, Chair
Dana C. Verhoeven, Clemson University, Co-Chair
Suzanne T. Bell, DePaul University, Panelist
Adrienne M. Ersland, Wyle-NASA, Panelist
Steve W. J. Kozlowski, Michigan State University, Panelist
Lauren Blackwell Landon, Wyle-NASA, Panelist
Thomas A. O’Neill, University of Calgary, Panelist
Submitter: Dana C. Verhoeven, verhoevendana@gmail.com

246. Symposium/Forum: 8:00AM-9:20AM  N. Hemisphere E2
Contemporary Views and Methods for Dimension Reduction
This symposium presents contemporary conceptualizations and methods for dimension reduction that are common in fields beyond I-O psychology. Specifically discussed are more algorithmic dimension reduction techniques common in, for example, computer science and engineering, which are often also referred to as machine learning techniques.
Joseph N. Luchman, Forsh Marsh Group LLC, Ronald P. Vega, Forsh Marsh Group, Interpreting Cluster Analysis using Relative Importance
Garet N. Howardson, Hofstra University, Right-Sizing the Predictor Variable Space in Multiple Regression: An Effect Size
Frank A. Bosco, Jr., Virginia Commonwealth University, Ronald S. Landis, Illinois Institute of Technology, Sven Kepes, Virginia Commonwealth University, Krista L. Uggerslev, Northern Alberta Institute of Technology, Piers Steel, University of Calgary, Paul Brooks, Virginia Commonwealth University, Dimension Reduction as a Vehicle for Assessing Construct Redundancy
Andrew J. Slaughter, US Army Research Institute, A Bayesian Approach to Mixtures of Exploratory Factor Mixture Models: Theory and Application
Richard P. DeShon, Michigan State University, Discussant
Submitter: Garet N. Howardson, garet.howardson@gmail.com

247. Panel Discussion: 8:00AM-9:20AM  N. Hemisphere E3
Defining, Evaluating, and Improving High Potential Programs
This session will present advice on how to define, assess, and develop high potential and how to evaluate and improve existing programs. Topics will include current definitions and trends in high potential assessment, how to evaluate program effectiveness, and what changes can be made to improve high potential programs.
Donna Roland, CEB, Chair
Allan H. Church, PepsiCo, Panelist
Tracy Kantrowitz, CEB, Panelist
Karen B. Paul, 3M, Panelist
Roland Pepermans, Vrije Universiteit Brussel, Panelist
Charlotte L. Powers, Johnson & Johnson, Panelist
Submitter: Donna Roland, donna.roland@gmail.com
248. Panel Discussion: 8:00AM-9:20AM  N. Hemisphere E4  
**Big Data, Big Responsibility: Enabling Users Through Policy and Practice**

Panelists representing PepsiCo, Google, Whole Foods, and SIOP bring diverse perspectives to discuss Big Data through the lens of recently published guidelines. Discussion will also address the opportunity for I-O psychologists and SIOP to further extend influence as scientist–practitioners anchored in theory and grounded in core values and ethical standards.

Victoria J. Smoak, PepsiCo, Inc., **Chair**  
Christopher T. Rotolo, PepsiCo, **Panelist**  
Scott Tonidandel, Davidson College, **Panelist**  
Sara Brothers, Whole Foods Market, **Panelist**  
Megan L Huth, Google, **Panelist**  
Submitter: Victoria J. Smoak, Victoria.Smoak@pepsico.com

249. Panel Discussion: 8:00AM-9:20AM  S. Hemisphere I  
**I See What and Practice**

This session explores common practices, emerging techniques, tools, risks, and trends for visualizing various data sources. Panelists present expert perspectives on tackling today’s challenges of effectively communicating data. This includes leveraging storytelling concepts alongside technology to construct innovative, informative, and compelling visualizations for datasets small and large.

Chantale Wilson, Air Force Research Laboratory, **Chair**  
Christopher Antonik, Air Force Research Laboratory, **Panelist**  
Jerred Holt, Air Force Research Laboratory, **Panelist**  
Evan F. Sinar, DDI, **Panelist**  
Paul Tsagaroulis, U.S. General Services Administration, **Panelist**  
Submitter: Chantale Wilson, chantalewilson@gmail.com

250. Panel Discussion: 8:00AM-9:20AM  S. Hemisphere II  
**Beyond Culture’s Consequences: How to Move Forward**

Given the growing multiculturalism of the workplace, this session will review the current state of cultural research and applications while discussing how to move beyond Hofstede’s cultural dimensions. Panelists will directly tackle these challenges via dialogue between both academic and applied experts heavily entrenched in the area of culture.

Jennifer Feitosa, City University of New York, Brooklyn College, **Chair**  
William S. Kramer, Clemson University, **Panelist**  
Katerina Bezzukova, Santa Clara University, **Panelist**  
Miriam Erez, Technion, **Panelist**  
Cristina B. Gibson, University of Western Australia, **Panelist**  
Gregory A. Ruark, U.S. Army Research Institute, **Panelist**  
Submitter: William S. Kramer, wskrame@g.clemson.edu

251. Panel Discussion: 8:00AM-9:20AM  S. Hemisphere III  
**Driving Innovation: Beyond Light Bulbs and Thinking Outside the Box**

For a single idea to become an innovation, organizations need a creative climate. Panelists representing academia and practitioners from Fortune 500 organizations Walmart, Johnson & Johnson, Google, and JetBlue Airways share perspectives, best practices and practical recommendations regarding efforts to create and maintain a creative climate.

Lily Cushenbery, Stony Brook University, **Chair**  
Anna L. Hulett, University of Georgia, **Co-Chair**  
Lane E. Sieder, University of Georgia, **Co-Chair**  
Robin R. Cohen, Johnson & Johnson, **Panelist**  
Amanda J. Drescher, Walmart, **Panelist**  
Renee Payne, Google, **Panelist**  
Kristy VanAlstyne, JetBlue Airways, **Panelist**  
Submitter: Anna L. Hulett, ahulett@uga.edu

252. Panel Discussion: 8:00AM-9:20AM  S. Hemisphere IV  
**They Said What? I-O in the Media**

Panelists will share strategies and generate discussion about navigating conversations with clients and stakeholders about I-O related topics in popular media. I-Os from varied backgrounds will discuss how to manage concerned reactions while highlighting the value of I-O best practices.

Kristina R. Barr, CEB, **Chair**  
Alana B. Cober, NASA, **Panelist**  
Charles N. Thompson, Taylor Strategy Partners, **Panelist**  
Jay Janovcs, American Family Insurance, **Panelist**  
Lauren N. Robertson, CEB, **Panelist**  
Nathan R. Kuncel, , University of Minnesota, **Panelist**  
Submitter: Lauren N. Robertson, lauren.robertson@cebglobal.com

253. Panel Discussion: 8:00AM-9:20AM  S. Hemisphere V  
**Limits of Engagement: A Panel Discussion**

Employee engagement is the amount of behavioral, affective, and cognitive energy dedicated by employees in their work. Although there has been widespread agreement about the meaningful positive consequences of an engaged workforce, this panel discussion will address if, when, and how there can be too much of a good thing.

John J. Donovan, Rider University, **Chair**  
Yvette Quintela, Sirota Consulting, **Chair**  
Lewis K. Garrad, Sirota, **Panelist**  
Eugene J. Kutch, III, Rider University, **Panelist**  
William H. Macey, CultureFactors, Inc., **Panelist**  
Darin S. Nei, Hogan Assessment Systems, **Panelist**  
Emily Riggs, Talent Matters LLC, **Panelist**  
Submitter: Eugene J. Kutch, III, ekutcher@rider.edu

254. Poster: 8:30AM-9:20AM  Atlantic BC

**Emotions/Health & Safety**

254-1 **Workplace Traumatic Stress: A Meta-Analytic Review**

115 studies involving PTSD in the workplace were meta-analyzed. Results indicate that traumatic stress is an important aspect of the work experience and is affected by a variety of workplace antecedents. Additionally, PTSD is related to a wide range of organizational outcomes.

Aidan Dumas, University of Calgary  
Safa Abida, University of Calgary  
Maryam Qureshi, University of Calgary  
Madison Savilow, University of Calgary  
Justin M. Weinhardt, University of Calgary  
Submitter: Aidan Dumas, aidandumas@algonet.ca

254-2 **Resource Loss Spiral Due to Perceived Workplace Discrimination**

This study used the HRS data to investigate the impact of chronic workplace stress on resource loss and well-being. Results showed great overall model fit and supported all hypotheses, indicating that chronic work stress (discrimination) depletes resources, and ultimately satisfaction and well-being, through a resource loss spiral.

Michelle W. Mullins, Wayne State University  
Justin J. Aqwa, Wayne State University  
Submitter: Michelle W. Mullins, mic.w.mullins@gmail.com

254-3 **Overtime Hours, Healthy Behaviors, and Health Outcomes for Correctional Officers**

This study investigated whether the number of overtime hours corrected officers (COs) worked moderated the relationship between healthy behaviors and health and wellness outcomes. Results showed that the beneficial effect of healthy sleep hygiene on burnout disappeared when the COs worked more than 24 hours of overtime in 1 week.

Diana Tubbs, University of Connecticut  
Robert Henning, University of Connecticut  
Janet L. Barnes-Farrell, University of Connecticut  
Martin G. Cherniack, UConn Health  
Submitter: Diana Tubbs, diana.tubbs@uconn.edu

254-4 **Investigation of Intensified Job Demands and Leadership Within the JD-R**

This paper examined the differential effects of intensified job insecurity, intensified decision making and planning, and work intensification on burnout and work engagement along with the moderating effect of transformational leadership. Transformational leadership moderated the relationship between burnout and intensified job insecurity and work intensification but in an unexpected direction.

Benjamin Bass, Old Dominion University  
Konstantin Ougolov, Old Dominion University  
Submitter: Benjamin Bass, benjamin.bass@yahoo.com
### 254-5 Well-Being and Retirement Expectations: The Role of Activity Variety

The extent to which activities and activity variety mediate the relationship between personality and resources and well-being and retirement expectations is examined for a nationally representative sample of older adults. Evidence was found for the importance of activity variety for working longer and well-being but limited evidence for mediation.

Jackie Torres, Rice University
Margaret E. Beier, Rice University
Jacqueline Gilberto, Rice University

Submitter: Jackie Torres, jackietorres@rice.edu

### 254-6 Savoring as a Moderator of the Combat Exposure–Symptoms Relationship

This study examined whether savoring beliefs moderate the relationship between combat exposure and negative mental health symptoms among U.S. Army soldiers deployed to OIF and OEF. Savoring was found to buffer the effects of combat exposure on depression and PTSD symptoms among military personnel.

Anton Sytine, Clemson University
Thomas W. Britt, Clemson University
Cynthia L.S. Pury, Clemson University
Patrick J. Rosopa, Clemson University

Submitter: Anton Sytine, sytine.anton@gmail.com

### 254-7 Workplace Social Interactions of Teleworkers: Gossip, Incivility, and Affective Commitment

Social interactions (e.g., the role of gossip) for teleworkers versus nonteleworkers were examined. As predicted, gossip had a positive direct effect on affective commitment. However, as predicted, gossip had a negative indirect effect on affective commitment when met with retaliation (in the form of experienced incivility). Subgroup differences were observed.

Vanessa A. Burke, Bowling Green State University
Russell A. Matthews, Bowling Green State University
Garett C. Foster, Bowling Green State University

Submitter: Russell A. Matthews, ramatth@bgsu.edu

### 254-8 Measurement Equivalence of the DANVA 2 Across Gender

This study examines measurement equivalence of the DANVA 2, a popular measure of emotion perception. The goal was to determine if commonly found mean differences between men and women in emotion perception are a result of discrepancies in the ability to perceive emotions or because of measurement nonequivalence.

Katherine E. Ciarlante, University of Central Florida
Mallory A. McCord, University of Central Florida
Dana Joseph, University of Central Florida

Submitter: Katherine E. Ciarlante, kciarlante@knights.ucf.edu

### 254-9 A Time-Lagged Examination of Safety Leadership and Safety Motivation

The aims of this study were to examine effects of various safety-specific leader behaviors on safety motivation using a time-lagged study design. In addition, the study examined the role of attitudes, norms, and control toward safety behaviors in the relationship between safety-specific leader behaviors and safety motivation.

Gargi Sawhney, Clemson University
Konstantin Ciglarov, Old Dominion University

Submitter: Gargi Sawhney, gargarisawhney85@gmail.com

### 254-10 The Impact of Burnout Contagion on Turnover Intentions

Burnout contagion is the idea that burnout can be transferred between employees. This study found that colleague burnout was positively related to individual burnout, which was related to turnover intentions. Burnout contagion varied depending on supervisor support, where high levels of support were surprisingly associated with a stronger contagion effect.

Dorothy A. Simpson, Central Michigan University
Ashley D. Cooper, Central Michigan University

Submitter: Dorothy A. Simpson, annie.simpson327@gmail.com

### 254-11 A Mediated Analysis of the Effects of Occupational Injuries

Research examines the effects of occupational injuries among individuals who have experienced physical workplace injuries. Mediation analysis provides support for the notion that financial burden, stigma, and meaning in life mediate the relationship between the severity of the occupational injury and stress, well-being, and work beliefs.

Amanda McEvoy, Carleton University
Kathryne E. Dupre, Carleton University
Julian I. Barling, Queen's University

Submitter: Amanda McEvoy, amanda.mcevoy@carleton.ca

### 254-12 Pressure to Remain Available to Work: Implications for Psychological Detachment

Availability pressure is an employee's perception of organizational expectations regarding his or her availability during nonwork time. This study examines how availability pressure relates to psychological detachment 2 weeks later. Authors examine employee off-hours communication-based technology assisted supplemental work as a mediating mechanism of this link.

Rachel Omansky, The Graduate Center & Baruch College, CUNY
Erin Eatough, The Graduate Center & Baruch College, CUNY

Submitter: Rachel Omansky, rcomansky@gmail.com

### 254-13 Validation of Two Calculations of Affect Spin

Affect spin is a new construct that refers to the integrated variability of positive and negative affective states. To determine the uniqueness of affect spin, authors conducted 2 studies exploring the ability of 2 calculations of affect spin to predict relevant traits and workplace outcomes above beyond other affect-related variables.

Samuel Hanig, University of Waterloo
Lei Feng, University of Waterloo
Lindie H. Liang, University of Waterloo
Douglas J. Brown, University of Waterloo
Evan Prowse, University of Waterloo

Submitter: Samuel Hanig, shanig@uwaterloo.ca

### 254-14 Servant Leadership and LMX in Emotional Labor: A Multilevel Perspective

Authors examined the relationship between servant leadership/LMX and surface/deep acting with LMX differentiation’s interaction effect along with testing indirect effect from servant leadership to employees’ withdrawal behavior. Results indicate a positive relationship between servant leadership/LMX and deep acting, whereas LMX differentiation only had a positive relation to surface acting.

Young-Jae Kim, University of Georgia
Brian J. Hoffman, University of Georgia
Jorge Lumberas, University of Georgia

Submitter: Young-Jae Kim, youngjaekim87@gmail.com

### 254-15 Chandler’s Work Laugh: Surface Acting in Interactions With Leaders

This field experiment examined possible antecedents (i.e., leader agreeableness, relational transparency) of employees’ leader-related surface acting and potential behavioral and attitudinal consequences. Results supported both the influence of leader characteristics on employees’ faked positive emotions and associations between employees’ faking positive emotions, work withdrawal behaviors, performance ratings, and promotability ratings.

Xiaoxiao Hu, Old Dominion University
Yujie Zhan, Wilfrid Laurier University
Rebecca C. Garden, Old Dominion University

Submitter: Rebecca C. Garden, gardencr@gmail.com

### 254-16 A Qualitative Study on the Experience of Downtime at Work

This study examines the subjective experience of downtime at work using a qualitative method. Based on 15 focus groups, it was found that the majority of employees do not enjoy downtime, with feeling “bored” as a recurring theme. Major categories of antecedents of experience and job crafting strategies are discussed.

Xue Lei, George Mason University
254-17 Newcomers' Trait Affectivity and Interpersonal Adjustment in Organizations
A field study was conducted to test the influence of newcomers' trait affectivity on their interpersonal adjustment during the first 3-months postentry. SEM results showed that positive affectivity was positively related to relationship building behaviors, which in turn facilitated newcomers' interpersonal adaptation.
Xiaohong Xu, Texas A&M University
Cong Liu, Hofstra University
Submitter: Jie Ma, yonasma028@gmail.com

254-18 The Moderating Effect of Conscientiousness on the Workload–Strain Relationships
The moderating effect of conscientiousness on the relationship between heavy quantitative workload and job strain was examined in context of job complexity and employee's self-efficacy. Findings indicate the buffering role of conscientiousness depends upon the level of job complexity and self-efficacy.
Jie Ma, Hofstra University
Cong Liu, Hofstra University
Submitter: Jie Ma, yonasma028@gmail.com

254-19 Customer Incivility and Emotional Exhaustion: Mediator and Moderators
Reduced commitment to emotional display rules was examined as a mediator of the customer incivility–emotional exhaustion relationship. Employee mindfulness and conscientiousness were examined as moderators of this indirect effect. The indirect effect was supported, but it was significantly weaker when employee mindfulness was high.
Raad G. Alzaidalsharief, Aramco Services Company
Lisa S. Moore, Florida Institute of Technology
Tessly A. Dieguez, Florida Institute of Technology
Erin M. Richard, Florida Institute of Technology
Submitter: Raad G Alzaidalsharief, raad.alsharief123@gmail.com

254-20 The Reverse-Buffering Effect of Job Control: Cross-Sectional Versus Longitudinal Effects
To address the inconsistent findings concerning the “reverse-buffering” effect of job control, survey data were collected from 154 faculty. Results indicated that job control exacerbated the negative impact of role ambiguity on employee well-being only when self-efficacy was high. Negative affectivity did not moderate the buffering effect of job control.
Xiaohong Xu, Texas A&M University
Stephanie C. Payne, Texas A&M University
Submitter: Xiaohong Xu, redlittle1983@gmail.com

254-21 Staying Engaged When You're on Stage: Emotional Labor and Engagement
This study investigated the impact of emotional labor on employee work engagement and the moderating effects of autonomy, competence, and relatedness. Deep acting was found to be positively related to engagement, whereas surface acting was negatively related. The deep acting–engagement relationship was synergistically enhanced by perceived competence and relatedness.
Emily M. Pelosi, CenturyLink
Submitter: Emily M Pelosi, pelosie@spu.edu

254-22 Cross-Level Effects of Personality on Empathy and Emotional Labor
The cross-level interaction of personality on the relationships between within-person empathy and emotional labor was investigated. Results indicate that extraversion served as a cross-level moderator of the relationships between empathy and emotional labor strategies, and openness to experience was a cross-level moderator of the relationship between empathy and surface acting.
Eileen C. Toomey, Saint Louis University
Cort W. Rudolph, Saint Louis University
Submitter: Eileen C. Toomey, toomey@slu.edu

254-23 Two-Week Study of Goal Setting on Sleep Behaviors
This study examined the effects of goal setting on sleep behaviors over a span of 2 weeks. In a multilevel analysis, it was found that goals predicted subsequent sleep behaviors. Antecedents of sleep goals as well as the effects of sleep on work-related outcomes were also examined.
Tetsuhiro Yamada, University of Minnesota
Aaron M. Schmidt, University of Minnesota
Submitter: Tetsuhiro Yamada, yamado17@umn.edu

254-24 Work–Health Conflict: Daily Fluctuations in Workers With Chronic Pain
Research examined within-person variation in work–health conflict (WHC) in a sample of full-time workers with chronic pain (N = 74). Results demonstrated that within-person fluctuation in WHC was predicted by fluctuations in pain severity. Further, WHC positively predicted lagged exhaustion burnout and work withdrawal, and negatively predicted lagged work engagement.
Zachary L. Fragoso, Wayne State University
Alyssa K. McGonagle, UNC Charlotte
Sarah R. Schmidt, Wayne State University
Submitter: Zachary L. Fragoso, dx8068@wayne.edu

254-25 Evidence for an Inverse-U Relationship Between Hazards and Adverse Outcomes
This paper combined theories of job performance and risk compensation via formal (i.e., mathematical) statements to predict an inverse-U relationship between environmental hazards and adverse outcomes. Across 2 studies, moderate levels of environmental hazards were associated with the highest levels of adverse outcomes.
Midori Nishioka, University of Waterloo
James W. Beck, University of Waterloo
Abigail A. Scholer, University of Waterloo
Submitter: James W. Beck, beckjam2@gmail.com

254-26 Understanding the Connection Between Health Climate Perceptions and Employee Health
Using 2 separate 2-wave longitudinal samples, this study sought to investigate the effect of psychological health climate on employee body-mass index. Borrowing the framework from safety climate, it was shown that the proposed model fit the data well but that there were differences between the 2 samples in certain paths.
Alec H. Munc, Johnson and Johnson
Robert R. Sinclair, Clemson University
Adam R. Cox, Clemson University
Submitter: Alec H. Munc, alec123707@gmail.com

254-27 The Dynamics of Psychological Detachment and Positive Affect
The interplay between positive affect and psychological detachment was explored over the course of the work week. 145 employees provided ratings of positive affect and psychological detachment for 14 consecutive workdays. Growth modelling indicated that positive affect followed a curvilinear weekly pattern, reaching its lowest point midweek.
Tetsuhiro Yamada, University of Minnesota
Sarah R. Schmidt, Wayne State University
Alyssa K. McGonagle, UNC Charlotte
Submitter: Tetsuhiro Yamada, yamado17@umn.edu

254-28 Situation Awareness and Safety Performance: A Structural Equations Model
Situation awareness has been argued to be an important predictor of safety behaviors, but its structure and utility continues to be debated. Using structural equation modeling, authors investigated the factor structure of situation awareness, examined its ability to predict safety performance, and scrutinized its overlap with existing individual difference variables.
Andrew J. Thurston, University of South Florida
Stephen Stark, University of South Florida
Walter C. Borman, University of South Florida
Winny Shen, University of Waterloo
Submitter: Andrew J. Thurston, ajthurston@mail.usf.edu
254-29 Exploring the Effect of Positive Social Exchange on Team Effectiveness
This research examines how being civil during team interactions influences team effectiveness. Using a lab sample from student teams and a field sample from surgical teams, a positive relationship was found between positive social exchange, as an exemplar of civility, and team effectiveness, especially when team task complexity was lower.
Yihaa Liu, University of Florida
Dana R. Vashdi, University of Haifa
Thomas Cross, University of Florida
Amir Erez, University of Florida
Peter A Bamberger, Tel Aviv University
Submitter: Yihaa Liu, yihaa.liu@warrington.ufl.edu

254-30 Revisiting the Curvilinear Relationship Between Job Insecurity and Job Performance
This research aims to explore the curvilinear relationship between job insecurity and job performance and the moderating role of supervisor support. Results from 3 samples with different designs consistently showed that supervisor support moderated the nonlinear relationship between job insecurity and employees’ job performance.
Chang-qin Lu, Peking University
Hai-jiang Wang, Huazhong University of Science and Technology
Submitter: Chang-qin Lu, qin67380@163.com

254-31 Examining Two Conceptualizations of Emotional Dissonance Using Polynomial Regression
An experience sampling study examined combinations of felt, displayed, and required affect to predict dissonance discomfort and fatigue using polynomial regression analysis. Findings indicate that both are significant predictors of feelings of dissonance, but the trends are different. Dissonance predicted performance, difficulty focusing, and end of day exhaustion.
Sophie A. Kay, Georgia Institute of Technology
Kelsey L. Merlo, Georgia Institute of Technology
Gina M. Bufton, Georgia Institute of Technology
Howard M. Weiss, Georgia Institute of Technology
Submitter: Sophie A. Kay, skay@gatech.edu

254-32 Examining the Workplace Subjective Well-Being Circumplex and Negative Affectivity
This study extends a recently proposed person-centered approach, referred to as the subjective well-being circumplex. This study advances the employee well-being literature with data collected from 815 MTurk respondents. Individual composition of various subjective well-being constructs is explored as well as predictors of this composite.
Paul Werth, Saint Louis University
Sarah N. Guarnio, Saint Louis University
Juliana M. Klein, Saint Louis University
Erick Briggs, Saint Louis University
Matthew J. Grawitch, Saint Louis University
Submitter: Paul Werth, werthp@slu.edu

254-33 The “Dark Side” of Mindfulness in the Workplace
This theoretical paper is intended to introduce some potential “dark side” consequences to trait mindfulness in the workplace setting. It is proposed that trait mindfulness may lead to lowered employee innovative performance, adaptive performance, and well-being through its effects on future time perspective, negative affect, and automaticity/flow, respectively.
Arianna White, Old Dominion University
Xiaoxiao Hu, Old Dominion University
Rebecca C. Garden, Old Dominion University
Chad Kenneally, Old Dominion University
Submitter: Rebecca C. Garden, gardencr@gmail.com

254-34 An Episodic Examination of Workplace Breaks and Self-Regulatory Resource Restoration
An event-based diary design was used to examine the role work breaks play in restoring momentary self-regulatory resources. Results showed that breaks restore self-regulatory resources. This study advanced workplace break research by adopting a methodologically sound design and providing empirical evidence on the importance of breaks for restoring self-regulatory resources.
Ze Zhu, George Mason University
Lauren Kuykendall, George Mason University
Submitter: Ze Zhu, zzhu5@gmu.edu

255. Symposium/Forum: 10:00AM-11:20AM
Americas Seminar Room
Recent Advances in Personality Assessment and Validation: Beyond Self-Reports
Personality assessments are a mainstay in personnel selection, yet applications to organizational research and practice have been dominated by self-report methods. This symposium showcases 4 papers demonstrating the usefulness of observer reports of personality. Papers advocate for the greater use of multiple sources of personality ratings in the organizational sciences.
Samuel T. McAbbe, Illinois Institute of Technology, Chair
Ray Fang, University of Toronto, Brian S. Connelly, University of Toronto, Multi-rater Personality Feedback: Clearer Window or Threat to the Self?
Benjamin McLarty, Mississippi State University, Donald H. Kluemper, University of Illinois at Chicago, Daniel S. Whitman, Louisiana State University, The Dark Side of Personality and Its Impact on Performance.
Donald H. Kluemper, University of Illinois at Chicago, Benjamin McLarty, Mississippi State University, Mark N. Bing, University of Mississippi, The Validity of Friend, Family, and Coworker Ratings of Personality
Samuel T. McAbbe, Illinois Institute of Technology, Brian S. Connelly, University of Toronto, YongsuJung, Republic of Korea Air Force Academy, In-Sue Oh, Temple University, A Multirater Perspective on Personality and Performance: The Trait-Reputation-Identity Model
Robert Hogan, Hogan Assessment Systems, Discussant
Submitter: Samuel T. McAbbe, smcabe@iit.edu

256. Panel Discussion: 10:00AM-11:20AM
Asia 1
Nonprobability Samples: Utility for I-O Research and Practice
The use of nonprobability sampling techniques continues to grow in the research and practice of I-O psychology. However, the utility of these techniques are often misunderstood by researchers and practitioners alike. This panel will discuss when different nonprobability samples are/are not appropriate and how to maximize their utility.
Trevor D. McGlochin, Select International, Chair
Dev K. Dalal, University at Albany, SUNY, Panelist
Kristin M. Delgado, Select Intl/Wright State University, Panelist
Rachel T. King, DDI, Panelist
Craig M. Reddock, CEB, Panelist
Justin M. Weinhardt, University of Calgary, Panelist
Submitter: Trevor D. McGlochin, tmcglochin@selectintl.com

257. Symposium/Forum: 10:00AM-11:20AM
Asia 2
Virtual Teams “in the Wild”: Considering Individual and Contextual Influences
This symposium looks at different individual and contextual factors that influence the effectiveness of virtual teams “in the wild”. It includes considerations for identifying members, 2 field studies assessing different variables that impact virtual team effectiveness, and reviewing meta-analytic results to identify variables that influence performance in virtual teams.
Julia E. Hoch, California State University Northridge, Chair
Nastassia M. Savage, Clemson University, William S. Kramer, Clemson University, Brooke B. Allison, Chandice N. Goguen, Clemson University, Marissa L. Shuffler, Clemson University, Getting Real About Virtuality: Practical Recommendations for Choosing Team Members
Julia E. Hoch, California State University Northridge, James H. Dulebohn, Michigan State University, Team Extroversion and Virtual Team Performance in Virtual Teams
Shanique G. Brown, Wayne State University, Melissa Bazquez, DePaul University, Suzanne T. Bell, DePaul University, Team Composition and Performance at Levels of Virtuality: A Meta-Analysis
Cristina B. Gibson, University of Western Australia, Patrick D. Dunlop, University of Western Australia, John Cordery, University of Western Australia, Untangling the Effects of Formalization in Global Virtual Teams
Submitter: Nastassia M. Savage, Nastassia.Savage@gmail.com
Mindfulness and Employee Outcomes: Examining Intervention Effects

Mindfulness (i.e., being aware of and attentive to the present moment) is associated with a variety of positive employee outcomes. This symposium focuses on mindfulness-based interventions and their impact on various employee outcomes (e.g., burnout, psychological capital, etc.) pointing to the complexity of specific intervention designs and occupational settings.

Charlotte Fritz, Portland State University, Co-Chair
Dana Auten, Portland State University, Co-Chair
Kimberly A. French, University of South Florida, Kate M. Conley, University of Georgia, Tammy D. Allen, University of South Florida, Lillian T. Eby, University of Georgia.

Mindfulness-Based Stress Reduction Training for Substance Abuse Treatment Professionals
Marian N. Ruderman, Center for Creative Leadership, Cathleen Clerkin, Center for Creative Leadership, Developing Psychological Capital by Leadership Development and Coherent Breathing Training
Ryan Shorey, Ohio University, Ryan C. Johnson, Ohio University, JoAnna Elmquist, University of Tennessee-Knoxville, Michael Gawrysiak, Delaware State University, Catherine Strauss, Ohio University, Ellen Haynes, Ohio University, Mohsin Sultan, Ohio University, Eric Knudsen, The Graduate Center & Baruch College, CUNY, Mindfulness for Professional Employees in Residential Substance Use Treatment
Ruth Wolerle, Vanderbilt University, Kyra Bobinet, EngagedIN, Inc., Kelley McCabe, eMindful, Elizabeth Mackenzie, University of Pennsylvania, Erin Fekete, University of Indianapolis, Michael Baime, University of Pennsylvania, Catherine Kushner, Headlands Consulting, Andy Lee, Aetna, A Randomized Control Pilot of Mindfulness Training in the Workplace
Ute R. Hulsheger, Maastricht University, Discussant
Submitter: Charlotte Fritz, fritzcz@pdx.edu

Making Research Reproducible: Tutorial for Reproducible Research With R Markdown
This interactive session will serve as a gentle introduction to creating collaborative, reproducible research using R Markdown. Participants will learn to build dynamic documents—embedded with outputs, code, and graphical visualizations—for sharing and communicating their analysis results with others.

Boris I. Yanovsky, Department of Veterans Affairs, Presenter
Ryan L Derickson, Xavier University, Presenter
Katerine Osatuke, Miami University, Presenter
Submitter: Katerine Osatuke, Katerine.Osatuke@va.gov

Novel Approaches to Noncognitive Skills Assessment for the Workplace
The past 15 years have seen an enormous growth in noncognitive assessment for work-related purposes. Despite this popularity, concerns remain about response distortion’s influence on self-report noncognitive measures. This symposium addresses these concerns by presenting novel noncognitive assessments that do not rely on self-report or safeguard against response distortion.

Harrison J. Bell, Educational Testing Service, Chair
Jennifer L. Klafehn, Educational Testing Service, Co-Chair
Stephen Stark, University of South Florida, Seeing-hwan (Sean) Joo, University of South Florida, Phileseok Lee, University of South Florida, Information Function for Forced-Choice Items: Pair, Triplet, and Tetrat Comparison
Submitter: Harrison J. Bell, harrison.kell@gmail.com

261. Poster: 10:00AM-10:50AM
Inclusion / Training
261-1 Chronic Illness Stigma: Differential Reactions to Workplace Accommodations
Using an experimental design, research examined justice perceptions and competence evaluations associated with accommodating individuals with chronic disabilities. Chronic illness type and accommodation interacted to affect competence evaluations, such that individuals with diabetes were viewed less competent than those with cancer.
Ashlyn Lowe, DePaul University
Abdelfatah A Ali, Michigan State University
Ann Marie Ryan, Michigan State University
Chu-Hsiang Chang, Michigan State University
Submitter: Abdelfatah A Ali, abdiala04@gmail.com

261-2 Theories of Intelligence and Selection Tests: Effects on Diversity Recruitment
This study examines how organizational theories of intelligence influence understanding of diversity recruitment and selection procedures. Tests reflecting an incremental theory were perceived as more attractive and trustworthy among those endorsing incremental theories and Black applicants. White applicants were more attracted to entry tests despite trusting incremental tests more.
Katylyn G. Griswold, Pennsylvania State University
Anuradha Anantharaman, Pennsylvania State University
Kisha S. Jones, Pennsylvania State University
Submitter: Kisha S. Jones, kisha.jones@psu.edu

261-3 Untangling Diversity Climate Effects on Physical Well-Being
This study proposed that diversity climate would have beneficial effects on well-being through reduced incidences of discrimination and incivility, thus strengthening effective organizational commitment. Data collected from a sample of military personnel (N = 24,221) and stratified sample of working adults (N = 313) generally supported study hypotheses.
Emily H. Rosado-Solomon, Rutgers University
Patrick F. McKay, Rutgers University
Derek R. Avery, Wake Forest University
Submitter: Patrick F. McKay, pmckay@smi.rutgers.edu

261-4 Gender, Racial, and Ethnic Differences in Work Contexts and Activities
The authors evaluated how interest in 12 work-context factors and 28 work activities distinguishing entry-level jobs varies by demographics in work contexts and activities most attractive to women and minority groups.

Jonathan J. Kell, Educational Testing Service, Chair
Jennifer L. Klafehn, Educational Testing Service, Co-Chair
Stephen Stark, University of South Florida, Seeing-hwan (Sean) Joo, University of South Florida, Phileseok Lee, University of South Florida, Information Function for Forced-Choice Items: Pair, Triplet, and Tetrat Comparison
Submitter: Harrison J. Bell, harrison.kell@gmail.com

261-5 Eye Tracking Fixations: Cues for Sexist and Sexual Harassment Attitudes
Participants completed measures of sexism, sexual harassment (SH), and eye fixations as they evaluated men and women applicants. In men, sexism was related to SH attitudes and experiences. In women, sexism was related to SH attitudes, and women who had experienced more SH spent less time fixated on men’s faces.
261-6 Women Leaders’ Meta-Accuracy: Examining Referent Group, Self-Promotion, and Sexism

Unlike men, women underpredicted their boss's ratings of their leadership. Women had the lowest predicted boss ratings when their work group was gender balanced. Women and men engaged in similar levels of self-promotion, and women who self-promoted more predicted higher boss ratings than women who engaged in lower levels of self-promotion.

Scott N. Taylor, Babson College
Phillip W. Braddy, Center for Creative Leadership
Rachel E. Sturm, Wright State University
Leanne E. Atwater, University of Houston
Submitter: Scott N. Taylor, staylor@babson.edu

261-7 Idiosyncratic Deals, Workability, and Turnover Intentions: Understanding Disability Type Influence

A field study was conducted involving 1,148 German federal agency employees with disabilities. Results showed that after controlling for workability, the linkage between idiosyncratic deals (i-deals) and turnover intentions is reduced. Moreover, i-deals–workability, and workability–turnover intentions linkages, were stronger for persons with psychological rather than physical disabilities.

Anna Brzykcy, St. Gallen University
Stephan Boehm, St. Gallen University
David C. Baldridge, Oregon State University
Submitter: David C. Baldridge, David.Baldridge@bus.oregonstate.edu

261-8 Context-Dependent Accountability Strategies to Improve the Transfer of Training

Though training transfer is a primary concern, gaps in the literature remain. A conceptual model and research propositions are presented focused on accountability as a mechanism for promoting transfer, while simultaneously considering the role of work-context dimensions. This provides a foundation for future research and scientifically grounded transfer interventions.

Rebecca Grossman, Hofstra University
Lisa Burke-Smalley, University of Tennessee at Chattanooga
Submitter: Rebecca Grossman, rebecca.grossman@hofstra.edu

261-9 Using SJT to Measure Racism/White Privilege as Behavioral Intentions

This study presents initial validation evidence of a situational judgment test (SJT) methodology to measure behavioral intentions related to responding rationalizations of microaggressions. SJT method has the potential to overcome limitations of traditional self-report measures of racism/White privilege.

Neil M. A. Hauenstein, Virginia Tech
Manasia Sturdivant, Virginia Tech
Jessica Gladfelter, Virginia Tech
Semret Yibass, Virginia Tech
Submitter: Manasia Sturdivant, manasia@vt.edu

261-10 Creation of Training Self-Efficacy Scales and Analysis of the Construct

This paper creates 2 psychometrically sound scales that are valid for gauging training self-efficacy. These 2 scales are used to show that, during a computer-based training, training self-efficacy predicts trainee reactions beyond positive self-evaluations, general self-efficacy, and computer self-efficacy; however, training self-efficacy does not predict learning.

Matt C. Howard, University of South Alabama
Fanlu Gui, Pennsylvania State University
Madison R. Benfield, Pennsylvania State University
Julia C. Rose, Pennsylvania State University
Laurie-Ann Millard, Pennsylvania State University
Eleanor John Louis, Pennsylvania State University
Rice D. Lizza, Pennsylvania State University
Submitter: Matt C. Howard, MHoward@SouthAlabama.edu

261-11 Promoting First-Generation Latino Success Through Parental Preeducational Interventions

Guided by 3 theoretical frameworks, this intervention study examines 4 proposed barriers to first-generation Latino parents' support of college attainment for their children. Although the hypotheses were only partially confirmed, data provide important insights into attitudes and behavioral intentions toward support of college attainment.

Carlos A. Moreno, Rice University
Michelle (Mikki) Hebl, Rice University
Submitter: Carlos A. Moreno, carlos.moreno316@gmail.com

261-12 When Doctors Err: Stigmatization of Minority Physicians Who Commit Errors

Research assessed whether physicians who make errors are perceived differently on the basis of several factors including (a) error severity, (b) race, (c) gender, and (d) country of medical training (U.S. or non-U.S.). Findings indicate harsher perceptions towards Indian physicians and non-U.S. female physicians compared to their counterparts.

N. Derek Brown, Portland State University
Michelle (Mikki) Hebl, Rice University
Abigail R. Corrington, Rice University
Christine L. Nittouer, Rice University
Rachel Trump-Steele, Rice University
Larry R. Martinez, Pennsylvania State University
Submitter: N. Derek Brown, ndb3@pdx.edu

261-13 A Meta-Analysis of Weight and Interpersonal Discrimination in the Workplace

This study utilizes meta-analytic techniques to summarize the extant literature examining weight and workplace interpersonal discrimination. Results indicate that weight is related to interpersonal discrimination but that experimental studies might be exaggerating the strength of the relationship and that covert and overt interpersonal discrimination have similar relationships with weight.

Alexandra Henderson, Bowling Green State University
Submitter: Alexandra Henderson, smrcina@bgsu.edu

261-14 Sustainment of Training: A Meta-Analytic Investigation of Work Environment Support

Estimates demonstrate that little of training is transferred to the job, wasting billions in organizational spending on training each year. This meta-analysis investigates the impact of support variables in transferring training and sustaining its use long-term. Findings illuminate the role of support factors in transferring training.

Ashley M. Hughes, University of Wisconsin-Madison
Stephanie A. Zajac, Rice University
Eduardo Salas, Rice University
Amanda L. Woods, Rice University
Submitter: Stephanie A Zajac, zajac.stephanie@gmail.com

261-15 Practice Difficulty and Task Exploration in an Active Learning Environment

This laboratory experiment examined the effects of learner-controlled task difficulty on complex task learning. Results supported a model of inconsistent mediation predicting that difficulty encouragement instructions would lead to higher selected practice difficulty, which in turn would have positive effects on skill transfer yet negative indirect effects through exploratory behavior.

Joseph A. Westlin, University of Oklahoma
Eric A. Day, University of Oklahoma
Michael G. Hughes, Human Resources Research Organization
Submitter: Joseph A Westlin, josephwestlin@ou.edu

261-16 To Disclose or Not to Disclose: Investigating Stereotypes of Autism

Individuals with autism represent a growing population that possesses valuable skills but faces unique social challenges in employment contexts. In light of such challenges, 2 studies are presented that utilize stereotype content theory (Fiske, Cuddy, Glick, & Xu, 2002) to examine stereotypes about individuals with ASD in the workplace.
261-17 Relationship Between Workplace Inclusion and Stigma Disclosure Intentions  
Authors examined relationship between intrapsychic components of inclusion—belongingness and authenticity—in the workplace and intentions to disclose a concealable stigmatized identity. Associations were found between inclusion components and disclosure intentions for disability, non-heterosexual orientation, and smoker status. Additional associations were found with satisfaction, commitment, trust, justice, and need fulfillment.

Robert Thomas Keating, Northern Illinois University  
Alecia M. Santuzzi, Northern Illinois University

Submitter: Robert Thomas Keating, rkeating@niu.edu

261-18 Impression Management Effectiveness: The Role of Gender and Race  
Prior research shows gender and race stereotypes affect evaluations in interviews. Interviewees may use impression management (IM) tactics to enhance their standing. This study’s central focus is to investigate the differences in the effectiveness of assertive IM tactics across gender and race.

Dominik P. Isham, Michigan State University  
Christine M. Y. Kermond, Michigan State University  
Ann Marie Ryan, Michigan State University

Submitter: Dominik P. Isham, ishamdom@msu.edu

261-19 A Policy-Capturing Study of Preferences for Differing Training Cues  
Participants rated scenarios with varied training cues and responded to measures of motivation to learn and prior training experience. Results were modeled at 3 levels: training method significantly predicted ratings, motivation to learn was positively related to ratings, and prior training experiences were significantly related to preferences for training methods.

Colin Willis, Colorado State University  
Kurt Kraiger, Colorado State University

Submitter: Colin Willis, colin.willis@gmail.com

261-20 Modeling Diversity Team Networks: Stereotypes and Diversity Cues on Leadership  
Teams achieve shared leadership when team members recognize and embrace members’ leadership influence. Research finds that gender significantly accounts for prototypical leader differences and subsequently impacts the likelihood of engaging in shared leadership. This effect was moderated by diversity beliefs such that valuing diversity demonstrated a weaker gender bias.

Michael R. Kukenberger, University of New Hampshire  
Lauren D’Innocenzo, Drexel University

Submitter: Lauren D’Innocenzo, lauren.dinnocenzo@drexel.edu

261-21 Understanding Older Workers’ Decisions to Participate in Voluntary Training Opportunities  
This study examined age-related differences in training participation decisions. Participants (n = 81) completed policy capturing and survey items. Multilevel analysis indicated that older workers were less likely to participate in the training, and age groups moderated the relationship between the training topic and the training decision.

Erika C. Lopina, Elon University  
Steven G. Rogelberg, University of North Carolina Charlotte  
Claire Abberger, University of North Carolina at Charlotte

Submitter: Claire Abberger, cabberger@unc.edu

261-22 A Meta-Analysis Comparing Face-to-Face, Online, and Hybrid Ethics Courses  
Meta-analytic techniques were used to test the effectiveness of 106 ethics courses by delivery format (i.e., face-to-face, online, hybrid). Hybrid courses were found to be most effective, followed by face-to-face and online courses. The frequency and effectiveness of 67 instructional and process-based content areas were also assessed by delivery format.

E. Michelle Todd, University of Oklahoma  
Logan L. Watts, University of Oklahoma  
Tyler Mulhearn, University of Oklahoma  
Brett Torrence, University of Oklahoma  
Megan Rene Turner, University of Oklahoma  
Shane Connelly, University of Oklahoma  
Michael D. Mumford, University of Oklahoma

Submitter: E. Michelle Todd, emtodd15@gmail.com

261-23 About Us: Is Our Team Causing Stereotype Threat in Selection?  
The impacts of male (vs. female) teams presented on company websites on selection testing in STEM firms were examined. Findings indicate that all-male (vs. all-female) teams may induce stereotype threat and decrease women’s performance on cognitive ability selection tests when they exhibit high (vs. low) self-monitoring.

Peter A. Fisher, Wilfrid Laurier University  
Chet Robie, Wilfrid Laurier University

Submitter: Peter A Fisher, fish0150@moyalaurier.ca

261-24 Traditionalism and Workplace Preferences Among Arab and Jewish Israeli Women  
Research examined whether the preference for relationship-focused versus status-focused workplaces depends on traditionalism among Arab and Jewish Israeli women. Participants generally preferred relationship-focused workplaces. Perceptions of others’ approval did not depend on traditionalism. However, greater traditionalism was associated with greater fit at the status-focused organization but not the relationship-focused organization.

Abigail Folberg, University of Nebraska-Omaha  
Carey S. Ryan, University of Nebraska-Omaha  
Randa Abbas, Arab Academic College  
Sherri P. Pataki, Westminster College

Submitter: Abigail Folberg, afolberg@unomaha.edu

261-25 Spare Some (Organizational) Change? Employing Homeless Individuals Improves Customer Perceptions  
Across 2 experiments, research examines the impact of employing individuals experiencing homelessness on consumers’ perceptions of the employee and organization. Results demonstrate that employees known to be homeless elicit more positive employee and organizational perceptions, mediated by CSR perceptions. Thus, organizations may benefit from employing these individuals.

Nicholas A. Smith, Pennsylvania State University  
Larry R. Martinez, Pennsylvania State University  
Lisa Gao, Pennsylvania State University  
Anna S. Mattila, Pennsylvania State University

Submitter: Nicholas A. Smith, nicholas.smith.psu@gmail.com

261-26 Role of the Veil and Target Ethnicity in Selection Decisions  
This study examined how a job applicant wearing a hijab (a scarf that covers the head and the chest) is evaluated in a simulated employment setting, explored the mediation role of perceived attachment to Islam, and tested the moderating roles of participants’ social dominance orientation (SDO) and target ethnicity.

Priyanka Mitra, Baruch College & The Graduate Center, CUNY  
Jaihyun Park, Baruch College & The Graduate Center, CUNY  
Charles A. Scherbaum, Baruch College & the Graduate Center, CUNY  
Kristin Sommer, Baruch College and the Graduate Center, CUNY

Submitter: Priyanka Mitra, pmitra@gradcenter.cuny.edu

261-27 Predicting Salary From Body Weight: Role of Gender and Race  
To better understand weight-based salary discrimination, authors explore the weight-salary relationship using archival data from the National Longitudinal Surveys of Youth cohort panel study. Results indicate a negative relationship between weight and salary, and that there are differences in this relationship based on gender, ethnicity, and urban/rural location.

Bobbie A. Dirr, University of Houston  
Candice L Thomas, University of Houston  
Rissa S. Thomas, University of Houston  
Christiane Spitzmueller, University of Houston

Submitter: Bobbie A. Dirr, bobbiedir@gmail.com

261-28 Understanding and Incorporating Individual Differences in Social Cognition  
To understand and incorporate individual differences in social cognition, authors examined the impact of individual differences on social cognition, with a focus on the role of self-regulation. Results indicated that individuals with higher self-regulation were more likely to incorporate individual differences in social cognition.

Megan Reis, Baruch College & The Graduate Center, CUNY  
Jaihyun Park, Baruch College & The Graduate Center, CUNY  
Charles A. Scherbaum, Baruch College & the Graduate Center, CUNY  
Kristin Sommer, Baruch College and the Graduate Center, CUNY

Submitter: Megan Reis, mreis@gradcenter.cuny.edu
261.28 Cultural Competency Among Healthcare Providers: A Qualitative Pilot Investigation

This investigative, qualitative research examines healthcare providers’ training in cultural competency: the ability to establish effective interpersonal and working relationships with diverse individuals. Two qualitative investigations describe the current state of the field and identify service gaps; based on findings, a research program is proposed.

Julie Dinh, Rice University
Stephanie A. Zajac, Rice University
Laura Loftis, Texas Children's Hospital
Lacey L. Schmidt, Minerva Work Solutions, PLLC
Moushumi Sur, Texas Children's Hospital
Melody Helfstein, Texas Children's Hospital, Dalia Bashir, Baylor College of Medicine
Eduardo Salas, Rice University
Submitter: Julie Dinh, julie.dinh@rice.edu

261.29 Improving Training Performance of Adult Trainees: Two Strategies

Two studies explored trainer and trainee characteristics that impact training performance of older learners. First, the impact of stereotype threat was explored. Second, trainer expectations were examined. Describing training consistently (as either a learning or memory exercise) and telling trainees to expect trainees to struggle boosted trainees’ performance.

Cody B. Cox, St. Mary’s University
James Swafford, Texas A&M University San Antonio
Zachary Hanrich, Texas A&M University San Antonio
Submitter: Cody B. Cox, ccx09@stmarytx.edu

261.30 Hiding Vegetables in Candy: Challenge Motivates Use of Effective Learning

To encourage the use of an effective but underutilized study strategy, a motivational intervention was tested. Retrieval practice, which involves doing practice test items, was motivated by providing challenging items or randomly difficult item sets hypothesized, challenged individuals engaged in more retrieval practice across a week of self-regulated studying.

Kyle A. Bayes, Ohio University
Jeffrey B. Vancouver, Ohio University
Submitter: Kyle A. Bayes, kb100313@ohio.edu

261.31 Strengths-Based Training as a Positive Organizational Psychology Intervention

This study investigated the construct validity and impact of strengths training. Participants attended a strengths-based training and were compared to a control group that did not attend the training until a later date. Results indicate that strengths training has a positive impact on employees and is construct valid.

Raenada A. Wilson, MD Anderson Cancer Center
Courtney L. Holladay, MD Anderson Cancer Center
Candace Fitzpatrick, CoreClarity Inc.
Submitter: Raenada A. Wilson, raenada.wilson@gmail.com

261.32 Measurement Equivalence of the Organizational Tolerance for Sexual Harassment Inventory

This study sought to determine if the Organizational Tolerance for Sexual Harassment Inventory demonstrates measurement equivalence across groups, comparing employees who have experienced sexual harassment to those who have not, and men to women. Results demonstrated measurement equivalence, supporting the use of this measure with diverse groups.

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

261.33 Self-Representation During Hiring: Agetic and Communal Differences in Resumés

Research has identified differences in agentic and communal language used by those that describe job applicants (e.g., LORs) and the potentially negative consequences that follow. However, research on self-presentation is lacking. Resumés from current job seekers were used to determine how men and women represent themselves in the hiring process.

Stephanie A. Zajac, Rice University
Juan Madera, University of Houston
Michelle (Mikki) Hebl, Rice University
Submitter: Stephanie A. Zajac, zajac.stephanie@gmail.com

262. Symposium/Forum: 10:00AM-11:20AM Australia 3

New Within-Person Perspectives on Affect Across Work and Home

In this session 4 studies using diary or experience sampling methods advance new perspectives on the spillover of affect across work and home. Variability in interpersonal justice, recovery, stress susceptibility, and commuting are considered. Additionally, a meta-analysis examines differences between affect at work and affect outside of work.

Michael T. Ford, University at Albany, SUNY, Chair
Chelesa A. LeNoble, Clemson University, Erin M. Richard, Florida Institute of Technology, Cleaning Up Spilled Moods: Affective Spillover Mechanisms and Buffers

Yi-Ren Wang, University at Albany, SUNY, Michael T. Ford, University at Albany, SUNY, Interpersonal Justice Variability, Psychological Detachment, and Daily Home Affect

Mahima Saxena, Illinois Institute of Technology, Howard M. Weiss, Georgia Institute of Technology, A Within-Person Analysis of Evening Replenishment and Workplace Fatigue

Katrina A. Burch, University of Connecticut, Janet L. Barnes-Farrell, University of Connecticut, The Impact of Work Rumination on Safe Commuting Behavior

Martin J. Biskup, George Mason University, Seth A. Kaplan, George Mason University, Jill Bradley, University of Colorado-Colorado Springs, Ashley A. Membere, George Mason University, Just How Miserable Is Work? A Meta-Analysis of the Evidence

Submitter: Michael T. Ford, mford@albany.edu

263. Panel Discussion: 10:00AM-11:20AM Australia 1

Professional Development Words of Wisdom for Students and Early-Career Practitioners

Doctoral and master’s-level I-O psychologists in practice-related careers face unique challenges early in their careers. A panel of seasoned practitioners will provide guidance to current students and early-career practitioners on career preparation, progression, and visibility issues necessary for sustained success in I-O practice-related careers.

Satoris S. Culbertson, University of Portland, Co-Chair
Jaime B. Henning, Eastern Kentucky University, Co-Chair
Adam W. Hilliard, Riot Games, Panelist
John C. Howes, IBM, Panelist
Samantha A. Morris, MillerCoors, Panelist
M. Kathleen Sheehan, The Coca-Cola Company, Panelist
Douglas Wolf, Select International, Panelist
Submitter: Satoris S. Culbertson, culberts@up.edu

264. Panel Discussion: 10:00AM-11:20AM Australia 2

Current and Future DoD-Funded Research Opportunities in I-O Psychology

Opportunities for DoD funded I-O research continue to expand as the effects of research shape the evolving domain of DoD operations. The range and scope of available partnership opportunities are complex and dynamic. This panel will address current and future needs along with potential involvement.

Steven D. Raymer, United States Air Force Academy, Co-Chair
Daniel J. Watola, United States Air Force Academy, Co-Chair
Submitter: Steven D. Raymer, raymer.steve@gmail.com

265. Master Tutorial: 10:00AM-11:20AM Australia 3

R Shiny: Using Apps to Support I-O Research

Even researchers just beginning to use the R statistics platform can make simple web-ready Shiny apps that make their research and results more accessible to colleagues and lay people alike. Attendees will be exposed to motivating examples of Shiny apps and learn the basic concepts behind application development.

Samantha Holland, DCI Consulting Group, Inc., Presenter
Jennifer P. Green, George Mason University, Presenter

see pp. 8-9 for more information
266. Symposium/Forum:  
10:00AM-11:20AM  N. Hemisphere A4

Don’t Ask, I’ll Tell: New Considerations in Stigma Disclosure Research

New considerations in stigma disclosure research are explored. How disclosure impacts stigmatized applicants and employees, coworkers, and organizations is addressed. Outcomes after disclosure depend on the discloser, disclosure strategy, and disclosure target. Further, how nonstigmatized coworkers and organizations benefit (or experience negative outcomes) from disclosure is investigated.

Brent J. Lyons, Simon Fraser University, Chair
Sabrina D. Volpone, University of New Mexico, Co-Chair
Kristen P. Jones, University of Memphis, David F. Arena, Jr., University of Memphis, How Pressuring Candidates to Disclose in Academic Interviews Hurts Institutions

Brent J. Lyons, Simon Fraser University, Sabrina D. Volpone, University of New Mexico, Mexico, Jennifer L. Wessel, University of Maryland, Natalya M. Alonso, University of British Columbia, Disability Disclosure and Onset Controllability in Selection Contexts

Christine L. Nittrouer, Rice University, Michelle (Mikki) Hebl, Rice University, Dissecting Disability: Does Type of Disability Influence Employee Applicant Ratings?

Tiffany D. Johnson, Georgia Tech, Go-Betweens and Disclosure Dynamics

Isaac E. Sabat, George Mason University, Larry R. Martinez, Pennsylvania State University, Enrica N. Ruggs, University of North Carolina at Charlotte, Mindy E. Bergman, Texas A&M University, Applying an Identity Management Framework to the Understanding of Allies

Submitter: Brent J. Lyons, blyons@sfu.ca

267. Panel Discussion: 10:00AM-11:20AM  N. Hemisphere E1

Emotional Intelligence: Does It Work at Work?

This session will present theoretical and empirically grounded insight about how emotional intelligence measures in the workplace can assist organizations in terms of performance. Topics include literature defining emotional intelligence, explaining how emotional intelligence is measured, used/misused in organizations, and insight from those using emotional intelligence as a tool.

Richard A. Mendelson, Keiser University, Chair
Neal M. Ashkanasy, University of Queensland, Panelist
Richard E. Boyatzis, Case Western Reserve University, Panelist
David W. Bracken, Keiser University, Panelist
Dana Joseph, University of Central Florida, Panelist

Submitter: Richard A. Mendelson, R.Remedelson@KeiserUniversity.edu

268. Panel Discussion: 10:00AM-11:20AM  N. Hemisphere E2

Social Media for Employment Decisions: The Good, Bad, and Ugly

Organizations continue to use information from social media sites for employment decisions. These practices present many legal challenges and still generally lack empirical support. The purpose of this panel is to discuss the logistic, legal, and utility implications of using social media for employment decisions and ideas for future research.

Bart Weatherington, WECO Solutions, Chair
Kevin B. Tamanini, DDI, Chair
Shawn Bergman, Appalachian State University, Panelist
Richard J. Chambers, II, PepsiCo, Panelist
Christopher J. Hartwell, Utah State University, Panelist
Jamie L. Winter, DDI, Panelist

Submitter: Christopher J. Hartwell, chris.hartwell@usu.edu

269. Panel Discussion: 10:00AM-11:20AM  N. Hemisphere E3

High-Potential Identification: You’re Doing It Wrong

Although many of the numerous difficulties surrounding high-potential identification and development are well-publicized, this diverse panel seeks to explore high-potential issues and insights that are not commonly addressed in practice. Panelists will answer questions about the nomination procedures, assessment strategies, data inputs and development programs used in high-potential management.

Jacqueline A. Sahm, Hogan Assessments, Co-Chair
Scott Gregory, Hogan Assessment Systems, Inc., Co-Chair
Sandra O. Davis, MDA Leadership Consulting, Panelist
Erica I. Desrosiers, Johnson and Johnson, Panelist
Thomas Henriksen, Right Management, Panelist
C. Brooke Orr, The Coca-Cola Company, Panelist

Submitter: Jacqueline A. Sahm, jackie@hoganassessments.com

270. Panel Discussion: 10:00AM-11:20AM  N. Hemisphere E4

Leadership and Diversity: Implications for Organizations in the 21st Century

This session will encourage discussion regarding emerging diversity trends with implications for leader sand organizations. Specific emerging workforce trends of millennials, aging, autism spectrum disorder (ASD), and transgender employees will be discussed, and questions will be encouraged. There will be an emphasis on evidence-based implications for leadership practice.

Terri A. Scandura, University of Miami, Chair
Edwin Luis Murrio, Rollins College, Panelist
Claudia C. Coglisner, Texas Tech University, Panelist
Barbara A. Fritzsch, University of Central Florida, Panelist
Amy E. Hurley-Hanson, Chapman University, Panelist
Manuel J. Tejeda, Barry University, Panelist

Submitter: Terri A. Scandura, scandura@wandm.edu

271. Special Events: 10:00AM-11:20AM  S. Hemisphere I

Alliance Special Session: 100 Years of I-O Research: Contributions From Around the Globe

The field of I-O psychology boasts a strong history of scientific and applied advancements over the past 100 years. This session brings together 6 leaders with diverse cultural and scientific backgrounds to discuss unique scientific and practical contributions in I-O and how they are studied and applied around the world.

Glad Chen, University of Maryland, Co-Chair
Julie M. McCarthy, University of Toronto, Co-Chair
Miriam Erez, Technion, Panelist
Michael Fresse, Leuphana University of Lueneburg-Germany, Panelist
Sharon K. Parker, UWA Business School, Panelist
Sabine Sonnentag, University of Mannheim, Panelist
Mo Wang, University of Florida, Panelist

Submitter: Julie M. McCarthy, julie.mccarthy@rotman.utoronto.ca

272. Master Tutorial: 10:00AM-11:20AM  S. Hemisphere II

Executive Succession: Potential to Perform or Perform to Potential?

This tutorial will offer an applied approach to judging potential for executive succession and suggestions for making senior talent reviews more engaging for line leaders, along with a discussion of how judgments of potential can tie directly to efficient and specific development planning. Audience discourse will be encouraged.

Thomas W. Mason, TWMason, Presenter

Submitter: Thomas W. Mason, tom@twmason.com

see pp. 8-9 for more information

273. Panel Discussion: 10:00AM-11:20AM  S. Hemisphere III

Making Telework, Work: Remote Mentoring, Leadership, and Teamwork

Telework offers a unique set of opportunities and challenges for employees, teams, and organizations. This panel discussion brings experts from business, academia, the public sector, and consulting together to share research, experience, and data-driven insights on empowering teleworkers through mentoring, leadership, and teamwork.

Robert J. Synovec, IBM Talent Management Solutions, Co-Chair
Jenna C. Shapiro, IBM, Co-Chair
Lisa M. Germano, Glint, Panelist
Melinda J. Moye, John Deere, Panelist
Timothy J. Bauerle, National Institute for Occupational Safety and Health, Panelist
Scott A. Cassidy, M.A., University of Guelph, Panelist
David W. Reeves, II, Mercer | Sirota, Panelist

Submitter: Robert J. Synovec, rsynovec@gmail.com
274. Panel Discussion: 10:00AM-11:20AM  S. Hemisphere IV
Burden of Proof: Can I-Os and Employment Counsel Successfully Collaborate?
A panel of distinguished labor attorneys (2) and I-O psychologists (4) come together to discuss the intricacies of creating effective partnerships while working on cases involving adverse impact and other legal employment challenges. Approaches to cases and underlying philosophies are surfaced via preset questions and open discussion.
Nicole M. Ginther, NuVasive, Chair
Rick R. Jacobs, Pennsylvania State University, Panelist
John C. Scott, APTMetrics, Inc., Panelist
Mary Anne Taylor, Clemson University, Panelist
Christopher T. Rotolo, PepsiCo, Panelist
Kenneth M Willner, Paul Hastings, Panelist
Joshua Feinstein, Hodgson Russ LLP, Panelist
Submitter: Nicole M. Ginther, nicoleginther@gmail.com

275. Poster: 11:00AM-11:50AM  Atlantic BC
Personality
275-1 Dark Personality as a Causal System: A Network Approach
The origin, development, and nature of maladaptive traits are discussed as latent traits (e.g., narcissism) causing sets of interrelated behaviors (e.g., arrogance). An alternative, network perspective is proposed for conceptualizing dysfunctional tendencies as causal systems of interlocking strategies. Item-level networks of Dark Triad are demonstrated and reproducible R code offered.
Dan V. Simonet, Montclair State University
Anastasia Angelbeck, Montclair State University
Holly Kobezak, Montclair State University
Jeff Foster, Hogan Assessment Systems
Submitter: Dan V. Simonet, dvsimonet@gmail.com

275-2 A Meta-Analysis of the Dark Triad and Emotional Intelligence
The dark triad (DT) of personality is associated with a number of negative work outcomes. This meta-analysis assessed DTs relationship with emotional intelligence (EI). Negative relationships were found between EI and Machiavellianism, vulnerable narcissism, and primary and secondary psychopathy. Possible moderators and implications for the workplace are discussed.
Ivica Pavisic, Bowling Green State University
Christopher B. Arnold, Bowling Green State University
Clare L. Barratt, Bowling Green State University
Submitter: Ivica Pavisic, ivica.pavisic@gmail.com

275-3 Attachment and Deviance: A Moderated Mediation of Support and Justice
Attachment theory was applied to organizational research by examining the attachment-deviance path with a moderated mediation, in which interpersonal justice moderated the effect of attachment style on workplace deviance through perceived organizational support. Interpersonal justice moderated the attachment avoidance-deviance path through perceived organizational support but not the attachment anxiety-deviance path.
Yuejia Teng, University of South Florida
Michael T. Brannick, University of South Florida
Submitter: Yuejia Teng, tengyuejia@gmail.com

275-4 Half Empty, Half Full: Uncovering Optimism and Pessimism
Optimism and pessimism (O-P) have important implications in our lives. This study provides an initial, exploratory analysis to better understand these important constructs and their measurement. Results point to O-P being separate yet related dimensions and provide insight on both the contextual nature and role of attributions for understanding O-P.
Michael McKenna, University of Missouri-St. Louis
Laura L. Heft, Edward Jones
Allison Burus, University of Missouri at St. Louis
Jimmy Mundell, University of Missouri-St. Louis
Therese Macan, University of Missouri-St Louis
Submitter: Laura L. Heft, laura.heft@edwardjones.com

275-5 Individual Differences in the NBA: Are There Position-Specific Personality Traits?
Game performance and personality data were analyzed for 264 players (from years 2000 through 2014) from the National Basketball Association (NBA). Using composite metrics indicative of key performance in each position, significant correlations (r = .40 to r = .46) between performance and personality across the 5 positions were found.
Thomas E. Schoenfelder, Caliper
Nataliya Baytalskaya, Caliper
Hilary Butera, Caliper
Submitter: Thomas E. Schoenfelder, tschoenfelder@calipercorp.com

275-6 Consequences of Misfit: Effects of Personality-Based Fit on Psychological Strain
The effects of incongruence between personality and task demands on strain, emotional exhaustion, and anxiety were examined based on the idea that employees experience discomfort when asked to perform activities that require trait elevations inconsistent with their own. Lower elevations were associated with higher discomfort, less P–J fit, and greater strains.
Ashley M. Ford, Central Michigan University
Neil Christiansen, Central Michigan University
Jennifer M. Ragsdale, University of Tulsa
Michael T. Sitter, FurstPerson
Submitter: Ashley M. Ford, ford2am@cmich.edu

275-7 Score Differences Between Employed and Unemployed Participants on Frame-of-Reference Scales
This study examined score differences between employed and unemployed participants on frame-of-reference (FOR) personality scales using non-FOR personality scales for comparison purposes. Results showed that employed participants scored slightly higher on all personality scales regardless of whether a work FOR was used.
Christopher R. Huber, University of Minnesota
Jeffrey S. Conway, Credit Suisse
Anthony S. Boyce, Aon Hewitt
Submitter: Christopher R. Huber, huber195@umn.edu

275-8 Other Ratings of Leader Personality: A View From the Hill
Political leaders were assessed on Big 5 domains and aspects using videos of interviews and congressional speeches. Results showed gender and party differences in personality ratings of political leaders, and both personality and party predicted congressional voting behavior. Implications for personality as a political selection criteria are discussed.
Brenda D. Ellis, University of Minnesota-Twin Cities
Deniz S. Ones, University of Minnesota
Submitter: Brenda D. Ellis, ellis679@umn.edu

275-9 The Dark Tetrad and Student Counterproductivity
This study examined the relationships between the Dark Tetrad (Machiavellianism, narcissism, psychopathy, and sadism) and counterproductive student behaviors (academic dishonesty, substance use, sabotage, withdrawal). These traits predict these behaviors, especially sadism and psychopathy. Narcissism was unrelated to sabotage. Withdrawal was the most predictable criterion by the Dark Tetrad.
Mariah Moore, University of Minnesota
Deniz S. Ones, University of Minnesota
Brenda D. Ellis, University of Minnesota-Twin Cities
Submitter: Mariah Moore, moom1291@umn.edu

275-10 Meta-Analytic Evidence That Conscientiousness’s Validity Is Stable Over Time
Meta-analytic estimates of the time-lagged correlations between Conscientiousness and performance indicate that Conscientiousness remains a stable predictor of performance over extended time periods. These validity estimates do not exhibit the simplex pattern, which is the pervasive pattern of predictor validity decay over time.
Cliff R Haimann, DCI Consulting Group, Inc.
Phillip L. Gilmore, Infor
Samantha Holland, DCI Consulting Group, Inc.
Submitter: Cliff R Haimann, crhaimann@gmail.com
275-11 Consideration of Future Consequence and Performance: A Trait Activation Perspective
This study investigates the relationship between employee’s consideration of future consequences and task performance. In addition, by taking a trait activation perspective, research examined the moderating role of 2 different types of social exchange relationship. The implications of current findings are discussed.
Jihye Lee, Seoul National University
Seokyoung L. Kim, Seoul National University
Chang Won Go, Seoul National University
Seokhwa Yun, Seoul National University
Submitter: Jihye Lee, jh0405.lee@gmail.com

275-12 Is Follower Narcissism Toxic? The Role of Implicit Follower Theories
Authors examined how followers’ narcissistic rivalry and narcissistic admiration relate to various work outcomes and the moderating role of leaders’ implicit follower theories (IFTs). Findings indicate that narcissistic admiration is positively and rivalry negatively associated with follower work outcomes. Leaders’ IFTs buffer the negative effects of narcissistic rivalry.
Hannah Helfrich, University of Hohenheim
Erik Dietl, University of Hohenheim
Submitter: Erik Dietl, erik.dietl@uni-hohenheim.de

275-13 Beyond Cognitive Ability: Using Personality to Predict Student Retention
This study examined the relationship between personality and student retention. Conscientiousness predicted student retention across 3 years and eventual graduation rates. Researchers and practitioners can use these findings to develop personality-based interventions to increase student retention and reduce costs for colleges and universities.
Matthew R. Lemming, Hogan Assessment Systems
Rebekah Hogan, University of Tulsa
Submitter: Matthew R. Lemming, mlemming@hoganassessments.com

275-14 Personality Assessment as a Supplementary Predictor of Tenant Behavior
Current tenant screening methods lack thorough research support and may be subject to adverse impact. This study proposes the use of personality assessment as a supplementary tool and provides evidence for the use of personality measures to predict tenant behavior, including payments, vacating, maintenance, cleaning, landlord interactions, and causing damages.
Michael A. Tapia, Hogan Assessment Systems
Brandon Ferrell, Hogan Assessment Systems
Matthew R. Lemming, Hogan Assessment Systems
Rebekah Hogan, University of Tulsa
Submitter: Michael A. Tapia, mtapia@hoganassessments.com

275-15 Mediation of Psychological Capital Between Social Courage and Work Outcomes
Authors reinvestigated the relationship of social courage and important work outcomes, such as OCBs and CWBs, and show that PsyCap has a significant mediating effect between these relationships. Relationship between social courage and PsyCap is not moderated by perceived psychological safety, suggesting that this relationship is resilient to outside influences.
Joshua Cogswell, University of South Alabama
Matt C. Howard, University of South Alabama
Submitter: Joshua Cogswell, jec1242@ajmail.southalabama.edu

275-16 Where Do You Sit? Effects of Gender, Personality, and Motivation
Do women prefer to sit in low-power seats, and why? Participants rated 5 seats around a table in a business meeting. Narcissism (men higher) and Neuroticism (women higher) functioned as partial mediators. Two situation-specific motivations were even stronger mediators: men were motivated to seek attention; women were motivated by avoidance.
Natalia Van Doren, Pennsylvania State University
Oliver P. John, University of California, Berkeley
Submitter: Natalia Van Doren, nataliavandoren@gmail.com

275-17 Core Self-Evaluations as Person-Related Resource for Motivation and Health
Two studies investigated the role of core self-evaluations (CSE) as a person-related resource within the job-demands-resources model. CSE was positively related to work engagement, directly and indirectly via job crafting. A negative relation was found for burnout, directly and indirectly via psychological detachment. No moderating effects were found.
Tanja Bipp, Julius Maximilian University Würzburg
Ad Kleingeld, Technische Universität Eindhoven
Submitter: Tanja Bipp, tanja.bipp@uni-wuerzburg.de

275-18 Exploring Variation in Workplace Impression Management: A Policy-Capturing Approach
This study examines within-person differences in workplace impression management across different situations. Results indicate that characteristics of the interaction partner (i.e., familiarity and status) as well as the broader organizational context (i.e., organizational culture) shape workers’ decision making regarding impression management strategies.
Georgia LaMarre, University of Waterloo
Winny Shen, University of Waterloo
Submitter: Winny Shen, winny.shen@uwaterloo.ca

275-19 Personality and Union Attitudes: Sociopolitical Attitudes as a Mediator
Authors examined the influence of personality and sociopolitical attitudes on general union attitudes. It was found that Openness to Experience and, to a lesser degree, Honesty–Humility were associated with favorable attitudes toward trade unions. Social dominance orientation primarily mediated these relationships. Implications for research and practice are discussed.
Clark Amistad, University of Calgary
Kibeom Lee, University of Calgary
Submitter: Clark Amistad, clark.amistad@ucalgary.ca

275-20 The Personality Inventory for the DSM-V and Counterproductive Work Behaviors
The study examines relationships between the maladaptive traits underlying psychopathology, as defined by the Personality Inventory for the DSM-5 (PID-5) and counterproductive workplace behaviors. All broad domains (negative affectivity, detachment, antagonism, disinhibition, psychotictism) predict workplace deviance well, especially organizational deviance.
Mariah Moore, University of Minnesota
Deniz S. Ones, University of Minnesota
Submitter: Mariah Moore, moor1291@umn.edu

275-21 Beyond Big Five and GPA: Bifactor Models of Student Performance
Bifactor structural equation modeling was used to examine Big 5 personality aspects and student performance, incorporating GPA and extracurricular behaviors. Personality attributes predicted nonclassroom behaviors such as having an internship, joining clubs, or doing volunteer work. Implications are discussed for broadening appraisals of college graduate job applicants beyond just GPA.
Brenda D. Ellis, University of Minnesota-Twin Cities
Deniz S. Ones, University of Minnesota
Breton M. Wiernik, University of Minnesota
Submitter: Brenda D. Ellis, ellis679@umn.edu

Meta-analysis was used to examine relations among perfectionism, its components, and academic success. Results suggest components relating to perfectionistic strivings had notable correlations with academic performance, whereas perfectionistic concerns (i.e., doubts about actions and discrepancy components) related negatively to academic performance but especially to well-being.
Jing Yuan Tian, University of Minnesota-Twin Cities
Deniz S. Ones, University of Minnesota
Submitter: Jing Yuan Tian, tianx188@umn.edu
275-23 Measurement Invariance Between English and Japanese Big Five Measures
This study attempted to develop a Japanese version of a contextualized Big Five personality instrument. The consistency of its factor structure with the original English version was explored through multiple-groups confirmatory factor analysis. Some support for invariance of the 5-factor oblique model between Japanese and American samples was obtained.
Tetsuhiro Yamada, University of Minnesota
Ronald C. Page, Assessment Associates International
Shinichiro Watanabe, University of Tsukuba
Submitter: Tetsuhiro Yamada, yamado17@umn.edu

275-24 Cooperate or Compete?: Knowledge Sharing Dilemmas
This study showed the explanation of how 2 faces of conscientiousness distinctly solve knowledge sharing dilemma and of how different social context, such as coworker support and LMX social comparison, activate or constrain the motivation for the use of competitive or cooperative strategies.
Heesun Chae, Seoul National University
Jisung Park, Seoul National University
Submitter: Heesun Chae, namusori@snu.ac.kr

275-25 Fully Contextualized, Frequency-Based Measures: A New Standard for Personality Assessment?
Authors compared the effects of increasing contextualization on 3 measures each using a unique format that allowed temporal stability of responses to be gauged. Results showed that completely contextualized measures were the most valid, temporal stability moderated the relationships, and certain participation reactions improved with increasing contextualization.
Chet Robie, Wilfred Laurier University
Stephen D. Risavy, Wilfred Laurier University
Djurre Holtrop, Vrije Universiteit Amsterdam
Marise Ph. Born, Erasmus University Rotterdam
Submitter: Chet Robie, crobie@wlu.ca

275-26 Improving Prediction Through Personality and Criterion ABC Alignment
Authors hypothesize that by aligning the affective, behavioral, and cognitive content of personality and workplace criteria, prediction will be improved. This hypothesis is tested in 2 datasets that have both personality and performance data. The results generally support the hypothesis; there was better prediction of performance on average.
Matthew J. Mol, University of Tulsa
Michael A. Tapia, Hogan Assessment Systems
Kimberly S. Nei, Hogan Assessment Systems
Submitter: Michael A. Tapia, mtapia@hoganassessments.com

275-27 No Evidence for the “Type” in Type-A Behavior
Strube (1989) published taxometric evidence that Type-A behavior represents a naturally occurring typological variable. Authors attempted to replicate this claim using 2 large samples and contemporary taxometric procedures. Results failed to confirm the original typological finding; instead, strong evidence was found for latent dimensional structure. Implications are discussed.
Michael P. Wilmot, University of Minnesota
Jing Yuan Tian, University of Minnesota-Twin Cities
Deniz S. Ones, University of Minnesota
Submitter: Michael P. Wilmot, wilmo040@umn.edu

275-28 Subjective Well-Being and Emotional Intelligence: An Incremental Validity Meta-Analysis
Emotional intelligence has garnered widespread since its inception. In an effort to better understand its nomological network, 2 meta-analyses on subjective well-being were reanalyzed and controlled for personality covariates. Mixed evidence that emotional intelligence provides incremental validity above the Big 5 in predicting subjective well-being was found.
Casey A. Giordano, University of Minnesota
Brenton M. Wiernik, University of Minnesota
Deniz S. Ones, University of Minnesota
Submitter: Casey A. Giordano, Giord023@umn.edu

275-29 Integrating Type-A Behavior Subcomponents Into the Five-Factor Model
Exploratory factor analysis was used to integrate Type-A behavior (TAB) subcomponents into the 5-factor model (FFM). Results show achievement striving overlaps with the FFM aspects (industriousness, assertiveness, intellect) theoretically linked to dopamine. Impatience/irritability is situated between Neuroticism and Agreeableness at a lower level of the FFM.
Jing Yuan Tian, University of Minnesota-Twin Cities
Michael P. Wilmot, University of Minnesota
Submitter: Jing Yuan Tian, tianx188@umn.edu

275-30 A Latent Profile Analysis of Promotion and Prevention Foci
A person-centered approach was used to identify subgroups of employees based on combinations of their trait promotion and prevention foci. Findings from 1,251 participants showed a 4-profile structure that was predicted differentially by positive and negative affectivity. Distinct profiles showed different levels of turnover intention, silence, and regulatory resource depletion.
Weiwei Liu, Florida Institute of Technology
Zhiqing E. Zhou, Florida Institute of Technology
Liu-Qin Yang, Portland State University
Xinxuan Che, Florida Institute of Technology/Johns Hopkins University
Submitter: Zhiqing E. Zhou, zhzhou@fit.edu

275-31 The Curvilinear Relationship Between Core Self-Evaluation and Organizational Citizenship Behavior
This research examines how core self-evaluation is related to employees’ organizational citizenship behavior. By integrating the theories applied to the core self-evaluation literature, it is proposed that core self-evaluation has the curvilinear effect on employees’ organizational citizenship behavior. Further, such curvilinear effect is moderated by coworker exchange.
Ui Young Sun, Seoul National University
Seokhwa Yun, Seoul National University
Submitter: Ui Young Sun, xellos1222@naver.com

275-32 Curvilinear Relationship Between Proactive Personality and Job Performance
This research investigated curvilinear relationship between proactive personality and job performance. Multisource data from 401 employees and their 89 immediate supervisors demonstrated that proactive personality had inverted U-shaped relationship with job performance via network building. The curvilinear relationships were not evident for employees with higher emotional intelligence.
Jingjing Ma, Michigan State University
Qi Zhang, Purdue University
Wei-peng Lin, Nankai University
Submitter: Jingjing Ma, majingj1@msu.edu

275-33 When and How Proactive Employees Acquire Network Centrality at Workplace
The effects of individual's proactivity on their friendship and advice network centrality were examined. Leadership influence was explicated and empirically examined as an underlying process and supervisor-subordinate fit as a contingency. Results based on mult-source data from 2 studies (N = 653 and 157) provide support to the hypothesized moderated-mediation model.
Neha Tripathi, National University of Singapore
Zhaoli Song, National University of Singapore
Jintong Zhu, National University of Singapore
Jiafeng Lu, Hong Kong Institute of Education
Ruolian Fang, National University of Singapore
Nan Wang, Lingnan University Hong Kong
Submitter: Neha Tripathi, neha.tripathi@u.nus.edu

276. Alternative Session Type with multiple papers:
11:30AM-12:20PM Americas Seminar Room
Creating a More Inclusive I-O Psychology
Three diversity scholars give TED-style talks about how to make practices in organizational settings and in I-O itself more inclusive. The talks
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will focus on (respectively) race/ethnicity, sex, and sexual orientation and gender identity. Then, audience and presenters will engage in a discussion about creating a more inclusive I-O psychology.

Kecia M. Thomas, University of Georgia, *Creating a More Racially Inclusive I-O Psychology*

Mindy E. Bergman, Texas A&M University, *Gender Neutral Policies and Practices Aren’t*

Larry R. Martinez, Pennsylvania State University, *LGBTQQAAI-Oh Bother! Sexual Orientation and Gender Identity Inclusiveness*

Submitter: Mindy E. Bergman, mindybergman@tamu.edu

277. Special Events: 11:30AM-12:20PM Asia 2
Executive Board Special Session: Getting Engaged in I-O Advocacy and Federal Research Funding Opportunities

This session provides training and engagement opportunities for SIOP members regarding advocacy initiatives. Laura Utley and Libby O’Hare (Lewis-Burke) will discuss SIOP’s federal government relations initiatives and goals. Mo Wang, Daisy Chang, Lillian Eby, and Greg Ruark will discuss funding agencies (NSF, NIOSH, NIH, ARI) and tips for securing funding.

Jill Bradley, University of Colorado Colorado Springs, *Chair*

Laura Utley, Lewis-Burke Associates LLC, *Presenter*

Elizabeth O’Hare, Lewis-Burke Associates LLC, *Presenter*

Lillian T. Eby, University of Georgia, *Presenter*

Chu-Hsiang Chang, Michigan State University, *Presenter*

Mo Wang, University of Florida, *Presenter*

Gregory A. Ruark, U.S. Army Research Institute, *Presenter*

Submitter: Jill Bradley, jbradley3@uccs.edu

278. Symposium/Forum: 11:30AM-12:20PM Asia 4
Early Wins in Machine Learning: Practical Examples

This symposium highlights 3 practitioners who are systematically implementing machine learning into their organizations’ analytics strategies. From additively enhancing the predictive validity of existing models to creating new data infrastructure to support predictive analytics programs, these studies show diverse and realistic applications of machine learning in organizations today.

Nawal Es-Sabahi, PepsiCo, *Chair*

Damien Deluca, PepsiCo, *Utilizing Machine Learning to Predict Turnover*

Neil Morelli, The Cole Group, *An Early Example of Machine Learning Applied to Executive Recruiting*

Christopher M. Rosett, Verizon Wireless, *Predicting Frontline Turnover: A Practical Approach Yielding Early Results*

Michael A. Campion, Purdue University, *Discussion*

Submitter: Christopher M. Rosett, rosett2c@gmail.com

279. Symposium/Forum: 11:30AM-12:20PM Asia 5
Expanding Knowledge About Mobile Assessments Across Devices and Applicants

As mobile assessments continue to grow in popularity, there is still a great deal to be learned about their properties. Papers in this symposium present various types of mobile assessments including surveys, cognitive ability assessments, and high fidelity job simulations. Issues involving creation, scoring, and implementation are discussed.

Sarah Carr Evans, Leadership Insights Consulting LLC, *Chair*

A. James Illingworth, University of Central Florida, Austin Carter, University of Central Florida, Robert Slabik, University of Central Florida, Jonathan Cowan, University of Central Florida, Simon M. Moon, La Salle University, *Impact of Applicant Disability on Mobile Assessment Outcomes*

Kyle C. Huff, Georgia Gwinnett College, *Device Type and Layout Effect on Usability of Questionnaires*

Jessica L. Blackburn, Psychometric Applications, LLC, Frederick R. Stilson, TalentQuest, Scott A. Withrow, FurstPerson, *High Fidelity Assessment With a Low(er) Fidelity Medium*

Submitter: Frederick R. Stilson, robstilson@gmail.com

280. Symposium/Forum: 11:30AM-12:20PM Australia 3

Organizational change is occurring faster and more frequently than ever before. This symposium illustrates how change can affect employee engagement, how to listen during a constantly changing environment, and ways in which organizations can maintain an engaged workforce during changing times.

Anthony C. Ferreras, Symantec, *Chair*

Anthony C. Ferreras, Symantec, *Measuring the Employee Experience in today’s Ever Changing Organizational Environment*

Michelle D. Corman, Mercer | Sirola, *Navigating Organizational Change: Maintaining an Engaged Workforce During Changing*

J.D. Roux, Flex, *Continuous Listening, Insight and Action Planning for the Modern Organization*

Submitter: Anthony C. Ferreras, anthony.ferreras@gmail.com

281. Panel Discussion: 11:30AM-12:20PM N. Hemisphere A1
Globalizing Selection Systems: What You Need to Know for Success

Panelists will share their experiences related to planning, implementing, monitoring, and validating international selection systems. They will discuss strategies as well as lessons learned from these implementations. In particular, unique considerations important for global launches will be identified.

Alissa D. Parr, Select International, *Co-Chair*

John Fernandez, Memorial Sloan Kettering Cancer Center, *Co-Chair*

Jose H. David, Merck, *Panelist*

Tracy Kantrowitz, CEB, *Panelist*

Rebecca Levine, PepsiCo, *Panelist*

Stephen Nichols, Hogan Assessment Systems, *Panelist*

Fabio Massee, atrain GmbH, *Panelist*

Submitter: Alissa D. Parr, alissa.parr@gmail.com

282. Alternative Session Type with presenters: 11:30AM-12:20PM N. Hemisphere A2
Our Relationship With Turnover: It’s Complicated

Individuals from 5 organizations will share stories and challenges related to turnover. These challenges include identifying turnover drivers, collecting accurate turnover data, determining the best data analysis techniques, and using data insights to develop solutions leaders can get behind. After IG-NITE presentations, an interactive discussion with the audience will occur.

Trevor D. McCroghlin, Select International, *Chair*

Allison N. Besl, Select International, *Presenter*

Nicole M. Ginther, NuVasive, *Presenter*

John F. Skinner, Sears Holdings Corporation, *Presenter*

Justin D. Purl, Human Resources Research Organization (HumRRO), *Presenter*

Sean D. Robinson, Molson Coors Brewing Company, *Presenter*

Submitter: Allison N. Besl, abesl@selectintl.com

283. Symposium/Forum: 11:30AM-12:20PM N. Hemisphere A3
Using Personality Assessment to Predict Valued Outcomes in Healthcare

The healthcare industry significantly affects people’s lives but relies on objective data. As such, assessments of “softer” individual differences have been understudied despite evidence that these constructs predict health-related outcomes. This symposium allows professionals to demonstrate how personality assessments predict a range of outcomes for healthcare providers and recipients alike.

Blaine H. Gaddis, Hogan Assessment Systems, *Chair*

Kimberly S. Nei, Hogan Assessment Systems, Derek Lusk, Hogan Assessment Systems, Richard Metheny, Witt Keiffer, *Predicting Physician Executive Performance*


Justin Arneson, CPP, *Using Personality to Predict Medication Adherence*

Kathryn Roloff, J3Personna, Martina C. Maculaitis, J3Personna, Julie M.B. Terrazas, Baruch College, *Continuous Listening, Insight and Action Planning for the Modern Organization*

Submitter: Blaine H Gaddis, bgaddis@hoganassessments.com
284. Panel Discussion: 11:30AM-12:20PM  N. Hemisphere A4 Practical Advice on Assessing and Developing Key Managerial Transitions

The purpose of this session is to discuss common leadership assessment and development practices for 3 managerial transitions (i.e., first-line supervisor, manager, and executive). This session brings together a diverse group of panelists to summarize common challenges and solutions facing organizations and employees throughout these major managerial transitions.

Ben Porr, FMP Consulting, Chair
Jessica L. Dziewczynski, FMP Consulting, Panelist
Katherine Elder, Capital One, Panelist
Ryan S. O’Leary, CEB, Panelist
Robert E. Ployhart, University of South Carolina, Panelist

Submitter: Walter B. Porr, bporr@fmpconsulting.com


This session will provide insights from research into the use of vision-based coaching and how these findings may influence the practice of coaching. The session will be of interest to coaching researchers, practitioners, and anyone interested in helping relationships at work.

Discussion will follow the presentations.

Angela M. Passarelli, College of Charleston, Chair
Amanda Varley, Case Western Reserve University, Co-Chair
Angela M. Passarelli, College of Charleston, Effect of Vision-Based Versus Performance-Based Coaching Interactions on Coachee Development
Ellen Van Oosten, Case Western Reserve University, Mercedes McBride-Walker, Case Western Reserve University, How Coaching Relationships Influence Leader Effectiveness Outcomes
Janice Manzi Sabatine, Avanti Strategies, LLC, Preliminary Results of Vision-Based Coaching Supplement to Graduate Career Course

Submitter: Amanda Varley, amv70@case.edu

286. Panel Discussion: 11:30AM-12:20PM  N. Hemisphere E2 Impact, Contribution, and the Culture of Science in I-O Psychology

The purpose of this panel is to discuss both the current and envisioned “culture of science” within I-O psychology—the values and ideals that guide I-O’s ways of doing. Panelists will offer their perspectives and actionable recommendations for shaping the culture to improve the impact of science from the field.

James A. Grand, University of Maryland, Co-Chair
Jessica M. Nicklin, University of Hartford, Co-Chair
Goran Kuljanin, DePaul University, Panelist
Richard P. DeShon, Michigan State University, Panelist
Gilda Chen, University of Maryland, Panelist
Jose M. Cortina, George Mason University, Panelist

Submitter: James A. Grand, grandjam@umd.edu

287. Symposium/Forum: 11:30AM-12:20PM  N. Hemisphere E4 Maladaptation: Building the Nomological Net of Derailing Traits and Behaviors

Despite increasing interest in derailing traits and behaviors, there remains much to be learned about their construct space. By presenting quantitative and qualitative research results, authors seek to deepen understanding of how derailing traits and behaviors relate to other individual differences and work-related outcomes, expanding insight into maladaptation at work.

Sarah A. Hezlett, Korn Ferry, Chair
Brandon Ferrell, Hogan Assessment Systems, Elaine H. Gaddis, Hogan Assessment Systems, Dark Side Personality Characteristics, Health, and Workplace Stress
Cindy McCauley, Center for Creative Leadership, Identifying Maladaptive Sense-Making in Derailing-Prone Managers
Sarah A. Hezlett, Korn Ferry, Emma Stirling, Sova Assessment, Maynard Goff, Korn Ferry, Jeff A. Jones, Korn Ferry, James Lewis, Korn Ferry, What Motivates May Alienate: Linking Motivational Factors to Derailment Risks
Rainer H. Kurz, Cubiks, Personality Facets Underpinning Adaptive and Maladaptive Behaviors

Submitter: Sarah A. Hezlett, sarah.hezlett@KornFerry.com

288. Symposium/Forum: 11:30AM-12:20PM  S. Hemisphere I Personality Dynamics at Work: Integrating Between-Person Stability and Within-Person Change

Scholarship on personality continues to be a large area of organizational research, with most of the studies predicting work-related behaviors from stable personality traits. This symposium brings together 4 studies that go beyond this common practice by integrating between-person personality stability and short- and long-term personality change.

Bart Wille, University of Antwerp, Co-Chair
Joeri Hofmans, Vrije Universiteit Brussel, Co-Chair
Bart Wille, University of Antwerp, Filip De Fruyt, Ghent University, Dynamic and Reciprocal Effects Between Narcissism and Extrinsic Career Success
Scott Parrigon, Purdue University, Sang Eun Woo, Purdue University, Louis Tay, Purdue University, Douglas B. Samuel, Purdue University, Experimenting in College: Changes and Personality and Well-Being Over Four Years
Jennifer Pickett, Vrije Universiteit Brussel, Jonas Debusscher, Vrije Universiteit Brussel, Joeri Hofmans, Vrije Universiteit Brussel, More Isn’t Always Better: The Relationship Between Conscientiousness and Affect
Joanna Sosnowska, Vrije Universiteit Brussel, Joeri Hofmans, Vrije Universiteit Brussel, Relating Neuroticism to Emotional Exhaustion: A Dynamic System Approach

Submitter: Joeri Hofmans, joeri.hofmans@vub.be

289. Symposium/Forum: 11:30AM-12:20PM  S. Hemisphere II Revenge, Heart Problems, and Drugs: Consequences of Workplace Mistreatment

Workplace mistreatment is harmful to employees and their organizations. This symposium sheds light on consequences of mistreatment that are less commonly studied: physiological health and the perpetration of further mistreatment. This session will also address potential buffers to reduce the negative impact of mistreatment: inclusive work environments.

Lilia M. Cortina, University of Michigan, Chair
Veronica Caridad Rabelo, University of Michigan, Co-Chair
Emily A. Vargas, University of Michigan, Co-Chair
Emily A. Vargas, University of Michigan, Veronica Caridad Rabelo, University of Michigan, Lilia M. Cortina, University of Michigan, Insulted and Vindictive: When and Why Men Advocate Retaliating Mistreatment
Courtney L. McClune, University of Michigan, Kathrina Robotham, Georgia State University, Physiological Health Effects of Inclusive Work Environments
Paula Costa, Texas A&M University, Kathi N. Miner, Texas A&M University, Jia Wang, Texas A&M University, Gender Microaggressions, Diversity Climate, and Substance Use
Michelle (Mikki) Hebl, Rice University, Discussant
Submitter: Veronica Caridad Rabelo, rabelo@umich.edu

290. Alternative Session Type with multiple papers:
11:30AM-12:20PM  S. Hemisphere III SIOP Teaching Tools Available for Industrial-Organizational Psychology Classes

Members of the Teaching Tools subcommittee (within SIOP’s Education and Training committee) will discuss the Teaching Tools collection available for all instructors. Additionally, they will present a representative selection of activities available in the collection and have the audience participate in condensed versions of the activities.

Thaddeus B. Rada, Edinboro University, Facets of Job Satisfaction Discussion/Debate
Nicholas P. Salter, Ramapo College of New Jersey, Making Decisions About Selection
Yoshie Nakai, Eastern Kentucky University, Building Cultural Competence Through Live Interaction With International Students
Jason Dahling, The College of New Jersey, Exploring Cross Cultural Leadership With the GLOBE Project

Submitter: Nicholas P. Salter, nsalter@ramapo.edu
291. Panel Discussion: 11:30AM-12:50PM  S. Hemisphere IV
Integrations and Partnering With Technology: Experiences and Best Practices
This session brings together practitioners from 2 large organizations and 3 external consulting firms to share experiences and best practices related to integrations and partnering with technology. Panelists will discuss opportunities and challenges they have faced during integration projects, as well as advice for ensuring successful integrations.
Tracey Tafero, Select International, Chair
Paul E. Glatzhofer, Select International, Panelist
Benjamin P. Granger, Qualtrics, Panelist
Nick C. Koenig, Wal-Mart, Panelist
Elizabeth Korbel, Sears Holdings Corporation, Panelist
Tami J. Licht, DDI, Panelist
Submitter: Tracey Tafero, ttafero@selectintl.com

292. Panel Discussion: 11:30AM-12:20PM  S. Hemisphere V
Driving Development and Careers Through Experiences
This session presents discussion around how organizations harness experiences for talent management programs, including career/individual development and honing functional mastery. Panelists will explore varying examples of how organizations unlock the power of experiences by designing agreed upon frameworks or strategically customizing experiences to drive employee development and meet business needs.
Nabila Sheikh, PepsiCo, Chair
Beverly Crowell, Career Systems International, Panelist
Cristina Rivera Hall, PepsiCo, Panelist
LaToya Ingram Jordan, JetBlue, Panelist
Lisa N. Littrell, Amgen, Panelist
Submitter: Nabila Sheikh, nabila.sheikh@gmail.com
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164 Society for Industrial and Organizational Psychology
Welcome to SIOP!

2017 IBM SESSIONS AND PRESENTERS

As global thought leaders, researchers, practitioners and solution developers in Human Resources and Industrial and Organizational Psychology, IBM is proud to present the following sessions at SIOP 2017.

### Thursday, April 27

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<tr>
<th>Time</th>
<th>Location</th>
<th>Session Title</th>
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<tbody>
<tr>
<td>12:00 p.m.</td>
<td>N. Hemisphere E4</td>
<td>Discoveries in the Measurement and Function of Personality at Work * Nigel Guenole</td>
</tr>
<tr>
<td>12:00 p.m.</td>
<td>N. Hemisphere A4</td>
<td>Mentoring for Women in I-O: Career Changes, Interruptions, and Transitions * Jane Wu</td>
</tr>
<tr>
<td>12:00 p.m.</td>
<td>N. Hemisphere A1</td>
<td>Workplace Automation and the Future of IO Psychology * Jenna Shapiro, Chris Lovato, Jackie Ryan</td>
</tr>
<tr>
<td>12:30 p.m.</td>
<td>Atlantic BC</td>
<td>Using Personality-Based Profile Similarity Indices to Guide Selection Decisions * Jeff Labrador</td>
</tr>
<tr>
<td>1:30 p.m.</td>
<td>Australia 3</td>
<td>Industry Differences in Talent Acquisition: Practitioner Perspectives on Acquisition Strategies * Jenna Cox and Amanda Klabzuba</td>
</tr>
<tr>
<td>5:00 p.m.</td>
<td>N. Hemisphere A1</td>
<td>A Theory That Works! * Kevin Impelman</td>
</tr>
<tr>
<td>5:00 p.m.</td>
<td>N. Hemisphere A3</td>
<td>The real meaning of millennial talent: A practitioner perspective * James Longabaugh</td>
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### Friday, April 28

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<th>Time</th>
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<th>Session Title</th>
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<tbody>
<tr>
<td>8:00 a.m.</td>
<td>Asia 2</td>
<td>Continuous Listening: Innovative Engagement Surveys Done More Frequently * Chris Lovato and John Howes</td>
</tr>
<tr>
<td>10:00 a.m.</td>
<td>Atlantic BC</td>
<td>Using Imagined Intergroup Contact to Reduce Interview Bias * Bre Wexler</td>
</tr>
<tr>
<td>11:30 a.m.</td>
<td>S. Hemisphere II</td>
<td>Assessment Centers: Advances in Scoring and Interpretation * Nigel Guenole</td>
</tr>
<tr>
<td>11:30 a.m.</td>
<td>Asia 4</td>
<td>Dueling Consultants: Am I the Smarter One Here? * Rick Pollak</td>
</tr>
<tr>
<td>12:00 p.m.</td>
<td>Atlantic BC</td>
<td>A meta-analytic investigation into career promotions and gender * Nigel Guenole</td>
</tr>
<tr>
<td>12:00 p.m.</td>
<td>Atlantic BC</td>
<td>Autonomy: A Resource for Women in Low Gender Egalitarian Nations * Haiyan Zhang</td>
</tr>
<tr>
<td>1:00 p.m.</td>
<td>N. Hemisphere E4</td>
<td>Best Practices in Personality-Oriented Job Analysis * Jeff Labrador</td>
</tr>
<tr>
<td>3:00 p.m.</td>
<td>N. Hemisphere E4</td>
<td>Going Global: Cross-Cultural Measurement of Big Five Personality Scales * Lisa Wager and Sage Ro</td>
</tr>
<tr>
<td>4:00 p.m.</td>
<td>Asia 8</td>
<td>M&amp;As in the I-O World * Kevin Impelman</td>
</tr>
</tbody>
</table>

### Saturday, April 29

<table>
<thead>
<tr>
<th>Time</th>
<th>Location</th>
<th>Session Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:00 a.m.</td>
<td>N. Hemisphere A2</td>
<td>Academic and Social Climate Outcomes Vary by Gender Representation (within symposium called “Interpreting the STEM Gender Gap”) * Bre Wexler</td>
</tr>
<tr>
<td>10:00 a.m.</td>
<td>S. Hemisphere III</td>
<td>Making Telework, Work: Remote Mentoring, Leadership, and Teamwork * Jenna Shapiro and Rob Synovec</td>
</tr>
<tr>
<td>10:00 a.m.</td>
<td>N. Hemisphere A1</td>
<td>Professional Development Words of Wisdom for Students and Early-Career Practitioners * John Howes</td>
</tr>
<tr>
<td>12:30 p.m.</td>
<td>N. Hemisphere E1</td>
<td>Mobile Assessment: Small Screens Become Mainstream * Kevin Impelman and James Longabaugh</td>
</tr>
<tr>
<td>1:30 p.m.</td>
<td>S. Hemisphere II</td>
<td>Taking a “Little Data” Approach in a Big Data World * Lauren Beechly and Amanda Klabzuba</td>
</tr>
<tr>
<td>3:00 p.m.</td>
<td>N. Hemisphere A1</td>
<td>Looking Beyond Validity to Ensure Assessment Success * Jane Wu and Amanda Klabzuba</td>
</tr>
</tbody>
</table>
293-1 Engagement and Trust: Implications for Change Efficacy

A survey was administered to employees of a U.S. Department of Defense organization during a process and cultural change initiative. This study demonstrated an interaction between employee engagement and trust when predicting change efficacy. Thus, both engagement and trust from one’s supervisor may be important resources when executing organizational changes.

Kevin T. Wynne, APTMetrics
Gene Alarcon, Air Force Research Laboratory
Kevin J. Eschleman, San Francisco State University
Joseph B. Lyons, Air Force Research Laboratory
Submitter: Kevin T. Wynne, k.wynne@wayne.edu

293-2 A Dual Identification Perspective on Talents’ Relation to Their Workgroup

This conceptual piece draws on social identity theory and the concept of dual identification to generate specific propositions about what facilitates or hinders the reconciliation of an identity as a chosen talent and that of a workgroup member. It also suggests practical actions for how to facilitate dual identification among talents.

Kajsa Asplund, Stockholm School of Economics
Submitter: Kajsa Asplund, kajsa.asplund@hhs.se

293-3 Impact of Leadership and Norms on Newcomers’ Coworker Helping Trajectories

This study tests the nature of helping trajectories, and the impact of leadership style and coworker helping norms on these trajectories using multisource longitudinal data (n = 173). Authors find both flat and downward trends of helping, with the latter impacted by abusive supervision and descriptive coworker helping norms.

Kun Yu, Renmin University of China
Peter A. Bamberger, Tel Aviv University
Lei Wang, Peking University
Submitter: Kun Yu, yu@ruc.edu.cn

293-4 The Impact of Onboarding Levels on Utility and Work Attitudes

This study examines the effect of onboarding levels on perceived utility and several work attitudes. Findings indicate that respondents onboarded at the highest level, Connection, reported significantly higher levels of perceived utility, organizational commitment, organizational support, and job satisfaction than those onboarded at the other 3 levels.

Amanda Marie Meyer, Bunzl Distribution NA
Lynn K. Bartels, Southern Illinois University-Edwardsville
Submitter: Amanda Marie Meyer, Amanda.Meyer@bunzlusa.com

293-5 Organizational Change Cynicism and Job Engagement

Employees going through organizational change can become disenfranchised and pessimistic, essentially responding to change with cynicism. Results show change cynicism can be detrimental to employee engagement. Furthermore, cynicism is positively associated with resistance to change and negatively related to high-quality leader–member exchange relationships and person–organization fit perceptions.

James W. Weston, Colorado State University
Steven G. Manning, Colorado State University
Zinta S. Byrne, Colorado State University
Kelly A. Cave, Colorado State University
Anthony A. Maciejewski, Colorado State University
Submitter: James W. Weston, westonjw@rams.colostate.edu

293-6 Organizational Justice From the Actor Perspective: Motives and Antecedents

Numerous studies have examined organizational justice from the perceiver perspective but little research has explored the actor perspective. This study investigated justice actors, focusing on motives (instrumental, interpersonal, and moral) and self-construal (independent, relational, and collective). Results indicated that justice motives correlated with self-construal, justice adherence, and justice violation.

Michael S. Beverage, Florida Institute of Technology
Patrick D. Converse, Florida Institute of Technology
Submitter: Michael S. Beverage, mbeverage2011@my.fit.edu

293-7 Coevolution Model of Newcomers’ Psychological Contract Formation and Social Networks

This conceptual paper introduces a coevolution model of newcomers’ psychological contract formation and social networks. Asserting propositions explain how newcomers make sense of information they gathered from preentry to post socialization through sensemaking events, leading from preentry expectations and social interactions to formation of psychological contract and social networks respectively.

Cerem Erdem, London School of Economics and Political Science
Submitter: Cerem Erdem, c.erdem1@lse.ac.uk

293-8 The Impact and Development of Psychological Capital on Job Seekers

The influence and development of Psychological Capital (PsyCap) in the job search context is examined. Findings indicate a direct relationship between PsyCap and job search behavior, and an indirect effect of PsyCap on job search and employment outcomes. The development of PsyCap in job seekers is also supported.

Konstantina Georgiou, Athens University of Economics and Business
Ioannis Nikolaou, Athens University of Economics and Business
Submitter: Ioannis Nikolaou, inikol@aueb.gr

293-9 Does Adaptability Always Increase P–O Fit? A Media-Moderation Perspective

A study of 111 new nurses reveals that knowledge of goals and values mediates the relationship between adaptability and P–O fit. Psychological contract violation moderates the relationship between adaptability and knowledge of goals and values.

Jingyang Gu, Peking University
Xiang Yao, Peking University
Submitter: Xiang Yao, yaoxiangpku@gmail.com

293-10 The Impact of the Intern–Supervisor Relationship Within College Internships

This study examined the impact of the intern–supervisor relationship within college internship experiences. Findings support a fully mediated model, whereas the frequency of interaction between supervisors and interns affects the amount of perceived career support by supervisors, mediated by the quality of the intern–supervisor exchange relationship.

Jessica L. Nielsen, University of Rochester Medical Center
Stephen Hill, Nazareth College
Submitter: Jessica L. Nielsen, Jessica_Nielsen@URMC.Rochester.edu

293-11 Avoiding the Issue: Why Imposters Burn Out

Conservation of resources theory is used to examine how impostor phenomenon contributes to burnout and job satisfaction via different coping strategies. Results indicate that avoiding coping partially moderates the impostor–burnout relationship, and the impostor–satisfaction relationship is fully, serially mediated through active and avoidant coping and burnout.

Holly M. Hutchins, University of Houston
Lisa M. Penney, University of South Florida Sarasota-Manatee
Submitter: Lisa M. Penney, lpenney@usf.edu

293-12 Mentoring Support and Occupational Satisfaction: A Latent Growth Model

Authors tested a latent growth model investigating the effects of mentoring support on mentees’ socialization outcomes after mentorship is over. Results suggested that mentoring support builds up and maintains mentees’ occupational satisfaction over time. It also contributes to a slower increase in organizational satisfaction and higher turnover.

Yi Wang, Bowling Green State University
Anita C Keller, University of Groningen
Submitter: Yi Wang, wanglalala19990@hotmail.com
293-13 Information, Please: Procedural and Informational Justice in the Selection Interview
The purpose of this study was to evaluate the unique effects of informational justice and procedural justice in the selection process. It was determined that both components contributed to perceptions of organizational attractiveness and intentions to pursue the organization. However, informational justice accounted for incremental variance beyond procedural justice.
Kimberly T. Silva, University of Houston
Jordan E. Kirkland, University of Houston
Kara Polk, University of Houston
Submitter: Kimberly T. Silva, kimtsilva@yahoo.com

293-14 Linking Career Adaptability Dimensions to Adaptation Outcomes: A Meta-Analysis
Authors meta-analytically examined interrelationships between career adaptability dimensions (i.e., control, curiosity, concern, and confidence) as well as relationships between adaptability dimensions and adaptation results (e.g., employee performance, satisfaction, turnover intentions). In addition, relative weight analyses were conducted to determine the relative contribution of adaptability dimensions on adaptation results.
Kristi N. Lavigne, Saint Louis University
Ian M. Katz, Saint Louis University
Cort W. Rudolph, Saint Louis University
Hannes Zacher, University of Leipzig
Submitter: Cort W. Rudolph, rudolphc@slu.edu

293-15 Competencies and Critical Experiences to Transition Between I-O Career Paths
This study seeks to identify what experiences SIOP members should seek out in each practice area to make themselves more attractive candidates for advancement. Research also sought to identify the key experiences necessary for individuals with advanced degrees in I-O psychology to change directions in their career.
Temitayo Lawal, City of Dallas
Xiaowen Chen, Florida Institute of Technology
Joshua S. Quist, C5 Technologies, Inc.
Aten Kwame Zaandam, Florida Institute of Technology
Submitter: Temitayo Lawal, tlialwa2010@my.fit.edu

293-16 Workforce Aging and Firm Performance: The Moderating Effects Organizational Culture
Research theorizes that workforce aging is positive for firm sales performance but insignificant for firm profit performance. Also suggested is that the relationship between workforce aging and firm performance is moderated by organizational cultures. Theoretical arguments are tested and supported using data from 229 Korean firms in the manufacturing sector.
Eunhee Kim, Cornell University
Hun Whee Lee, Michigan State University
Zhenyu Liao, National University of Singapore,
Submitter: Hun Whee Lee, leehun@broad.msu.edu

293-17 Empirical Investigation of Multitargeted Felt Obligation in Justice–Outcome Relationships
This study empirically examines the (a) mediating role of felt obligation in organizational justice–outcome relationships and (b) importance of target specific felt obligation (organization, supervisor, and coworker) in these relationships. Mediation results reveal relationships between justice and outcomes through felt obligation on 3 levels of analysis.
John P. Agosta, University at Albany, SUNY
Kimberly Lepore, University at Albany, SUNY
Choe E. Shannon, University at Albany, SUNY
Jeremiah J. Martin, University at Albany, SUNY
David J. Swiderski, University at Albany, SUNY
Laura B. Santiago, University at Albany, SUNY
Sylvia G. Roch, University at Albany, SUNY
Submitter: John P. Agosta, jagosta@albany.edu

293-18 A Longitudinal Analysis of Hiring Process Variables on Job Attitudes
This study examined how the manner in which factors related to a federal agency’s hiring process influences organizational attitudes. Results showed that satisfaction with the hiring process, hiring timeliness, and ease of the application process but not hiring communication were significantly related to different job attitudes over a 12-month period.
Benjamin E. Liberman, United States Office of Personnel Management
Andrew DeCesare, University at Albany, SUNY
Sarah Johnson, Alliant International University
Submitter: Benjamin E. Liberman, bel2104@columbia.edu

293-19 Future-Oriented Newcomers Achieve Higher Advice Network Centrality via Proactive Networking
A multivariate, multisource field study was conducted and found that organizational newcomers high in future orientation are more likely to proactively network with peers and, in turn, enjoy higher centrality in the newcomer advice-seeking network. In addition, the latter link is strengthened by immediate supervisors’ perceived organizational support.
Artemis Boulamatsi, Georgia State University
Songqi Liu, Georgia State University
Xiang Yao, Peking University
Submitter: Artemis Boulamatsi, aboulamatsi1@gsu.edu

293-20 Span of Control and Manager Performance in Healthcare
Several organizational factors are thought to affect performance. Of those factors, span of control has been a topic of discussion and research for a great deal of time. The purpose of this study was to examine the relationship between span of control and management practices in healthcare facilities.
Elizabeth A. Ritterbush, Auburn University
Anna J. Lorys, Auburn University
Submitter: Elizabeth A. Ritterbush, earr034@auburn.edu

293-21 Development of a Measurement Model for International Employee Surveys
Employee surveys are widely used instruments for managing organizations; however, a cross-culturally validated measurement model based on scientific knowledge is pending. A measurement model was developed for international employee surveys that incorporates meta-analytical results (including objective organizational outcomes) and showed the model’s cross-cultural equivalence.
Stefan Mauersberger, Ludwig-Maximilians-Universitaet Muenchen
Katharina G. Kugler, Ludwig-Maximilians-Universitaet Muenchen
Felix C. Brodieck, Ludwig-Maximilians-Universitaet Muenchen
Submitter: Katharina G. Kugler, Katharina.Kugler@psy.lmu.de

293-22 Work–Family Balance Self-Efficacy’s Relationship With STEM Commitment: Unexpected Gender Moderation
Applying social cognitive career theory (SCCT), this study examined the relationship between work–family balance self-efficacy and STEM commitment, moderated by gender. Work–family balance self-efficacy accounted for incremental variance in STEM commitment beyond SCCT predictors. Unexpectedly, gender moderation showed the relationship between work–family balance self-efficacy and STEM commitment was stronger for men.
Dante P. Myers, Old Dominion University
Debra A. Major, Old Dominion University
Submitter: Dante P. Myers, dmyer010@odu.edu

293-23 A RIASEC Snapshot of the Modern U.S. Workforce
This study examined the distribution of the U.S. workforce using O*NET’s interest and job complexity data and the Bureau of Labor Statistics’ employment and education data. All 2014 employees and 2024 projected employees were distributed across these occupational categories as a tool for practitioners, researchers, and prospective employees.
Alexis Victoria DeCeanne, University of Illinois, Urbana-Champaign
Phil M. Lewis, National Center for O*NET Development
James Rounds, University of Illinois at Urbana-Champaign
Submitter: Alexis Victoria DeCeanne, decceann2@illinois.edu
293-24 We Oblige at Work: New Measure of Workplace Felt Obligation
Felt obligation is key to the social exchange explanation for how justice and perceived organization support relate to outcomes, but research is limited by a lack of a measure assessing obligation on multiple levels: organization, supervisor, and coworker. Using 2 data sets, authors developed and validated such an obligation measure.

Kimberly Lepore, University at Albany, SUNY
Catherine Anne Neale, North Carolina State University
Laura B. Santiago, University at Albany, SUNY
Matthew Albert Heller, University at Albany, SUNY
Rebecca Tell, University at Albany, SUNY
Jeremiah J Martin, University at Albany, SUNY
Sylvia G. Roch, University at Albany, SUNY
Submitter: Kimberly Lepore, kleepore@albany.edu

293-25 Positive Versus Negative Antecedents for Employee Trust: A Meta-Analytic Review
This meta-analysis is the first to review and compare trustor and trustee characteristics as antecedents of employee trust from both positive and negative sides. Results showed that all proposed characteristics were significantly correlated with employee trust at work, with some characteristics being more strongly correlated with trust than their counterparts.

Zitong Sheng, George Mason University
Yi Wang, Bowling Green State University
Hanyi Min, Bowling Green State University
Submitter: Zitong Sheng, zsheng@gmu.edu

293-26 The Development and Validation of the Mentoring Functions Measure
This study presents reliability and validity evidence for the new Mentoring Functions Measure (MFM), a 12-item measure comprising 3 factors: Career, Relationship, and Trust and Acceptance. The MFM provides researchers with a more psychometrical sound method for assessing mentor functions than was previously available.

Alyssa D. Marshall, Colorado State University
Alexandra Rechlin Tolentino, Colorado State University
Kurt Kraiger, Colorado State University
Submitter: Alyssa D. Marshall, amarsha@rams.colostate.edu

293-27 Who Is Coachable? Construct Validity of the Coachability Scale
Two studies examining the validity of the coachability scale are described. Three stable dimensions of coachability emerged in both samples: (a) comfort with coach, (b) acceptance of feedback, and (c) learning effort. Evidence was also found of convergent, discriminant, and criterion-related validity.

Yao Lyu, Hong Kong Baptist University
Emmy Van Esch, Hong Kong Baptist University
Melanie Essayan Boyajan, Central Michigan University
Stephen M. Colarelli, Central Michigan University
Yuanyuan Huo, University of Surrey
Submitter: Stephen M. Colarelli, colar1sm@cmich.edu

293-28 Mitigating Unsupportive Work–Family Cultures With Early Career Stage Supervisor Support
Career stage dictates whether supervisor support mitigates the detrimental effects of an unsupportive work–family culture. Results illustrate that supervisor support mitigates the negative relationship between unsupportive work–family culture and satisfaction with work–family balance, career satisfaction, and engagement for early career stage employees but not for middle–late career stage employees.

Scott Dust, Miami University
Peng Wang, Miami University
Submitter: Scott Dust, dustsb@miamioh.edu

293-29 The O*NET Interest Profiler and Autism: Identifying Appropriate Occupations
This study utilized the O*NET Interest Profiler to identify appropriate, interesting, and attainable occupations for individuals with high functioning autism spectrum disorder (ASD). A sample of professionals with experience in ASDs and employment reported the tool has strong potential for identifying relevant occupations for adults within this special population.

David J. Whitney, California State University-Long Beach
Stephanie Good, California State University, Long Beach
Christina Gergis, Riot Games
Christopher R. Warren, California State University, Long Beach
Submitter: David J. Whitney, dave.whitney@csub.edu

293-30 Modeling How Complex Networks Influence Goal Pursuits in Organizations
This paper extends dynamic network theory to demonstrate how organizational networks influence goal striving. By uniquely inserting goal nodes into networks (e.g., what employees are striving for), the framework is proposed to provide greater insight into work performance than traditional network analysis alone. Computational graphing of organizational systems is advanced.

James D. Westaby, Columbia University
Submitter: James D. Westaby, jdw43@columbia.edu

293-31 Effects of Mentorship Quality on Mentors’ Work-to-Family Positive Spillover
This study examined the relationship between mentorship quality as perceived by mentors and their work-to-family positive spillover by focusing on the mediator of personal skill development and moderator of core self-evaluations. The survey results from 187 formal mentors supported most of the hypotheses.

Xiangfan Wu, Xinjiang University of Finance and Economics
Yi-ling Hu, East China Normal University
Minmin Wang, Shanghai University of Finance and Economics
Ho Kwong Kwan, Shanghai University
Howard Cai, Shanghai University of Finance and Economics
Submitter: Howard Cai, cai.yahua@mail.shufe.edu.cn

293-32 A Social Network Approach to Newcomer Voice
Newcomer voice is a valuable resource for organizations. Through a social network lens, research proposals that newcomers’ advice network heterogeneity and boundary-crossing ties promote voice behavior through informational efficacy. Friendship network centrality and low network seniority increase voice by increasing psychological safety. Also discussed is the implementation of newcomer voice.

Jingxian Yao, National University of Singapore
Submitter: Jingxian Yao, yaojingxian@u.nus.edu

293-33 Competencies, Critical Experiences, and Career Paths of I-O Psychologists: Entrepreneurship
This study seeks to provide a career map of self-employed individuals working within I-O psychology. Interviews thus far have revealed a 4 level career path model for entrepreneurs with 5 tracks. Furthermore, entrepreneurs expressed a need for developing several skills outside the traditional associated with I-O psychology.

Aten Kwame Zaandam, Florida Institute of Technology
Temitayo Lawal, City of Dallas
Submitter: Aten Kwame Zaandam, azaandam2015@my.fit.edu

294. Symposium/Forum: 12:30PM-1:20PM Americas Seminar
I'm Here. Now What? Perceptions and Impact of Women Leaders
Women are still severely underrepresented at elite leadership positions, but the evaluations of women currently in leadership is largely unknown. Authors present innovative research on the perceptions, attitudes, and potential impact of female leaders. They demonstrate how gender and organizational factors powerfully affect evaluations of women in leadership.

Lilia M. Cortina, University of Michigan, Chair
Andrea Vial, Yale University, Victoria Brescillon, Yale University, Workplace Enemies or Allies? Women’s Attitudes toward Female Leaders
Francesca Manzi, New York University, Madeline E. Heilman, New York University, Breaking the Glass Ceiling: For One and for All?
Emily A. Vargas, University of Michigan, Fiona Lee, University of Michigan, Identity Crisis? Gender, Leadership, and the 2016 Presidential Election
Julian I. Barling, Queen's University, Discussant
Submitter: Emily A. Vargas, emvargas@umich.edu

Women are still severely underrepresented at elite leadership positions, but the evaluations of women currently in leadership is largely unknown. Authors present innovative research on the perceptions, attitudes, and potential impact of female leaders. They demonstrate how gender and organizational factors powerfully affect evaluations of women in leadership.

Lilia M. Cortina, University of Michigan, Chair
Andrea Vial, Yale University, Victoria Brescillon, Yale University, Workplace Enemies or Allies? Women’s Attitudes toward Female Leaders
Francesca Manzi, New York University, Madeline E. Heilman, New York University, Breaking the Glass Ceiling: For One and for All?
Emily A. Vargas, University of Michigan, Fiona Lee, University of Michigan, Identity Crisis? Gender, Leadership, and the 2016 Presidential Election
Julian I. Barling, Queen's University, Discussant
Submitter: Emily A. Vargas, emvargas@umich.edu
295. Symposium/Forum: 12:30PM-1:20PM  Asia 1

Breaking the Glass: Influence of Applicant Gender on Recruiting
As women continue to achieve historic firsts in the workplace, the present state of the glass ceiling has been called into question. This symposium examines issues related to the recruitment of women that may explain their continued underrepresentation despite firms’ motivation to hire a more diverse workforce.
Sarah DeArmond, University of Wisconsin Oshkosh, Co-Chair
Karen Landay, University of Alabama, Co-Chair
Kimberly K. Merriman, University of Massachusetts Lowell, Monica Galizzi, University of Massachusetts Lowell, Michelle HaynesBaratz, University of Massachusetts Lowell, Lauren A. Turner, University of Massachusetts Lowell, Re-cruiting Gender Diversity: Signaling and Sorting Effects of Job Postings Xiaoyuan (Susan) Zhu, University of Connecticut, Janet L. Barnes-Farrell, University of Connecticut, Peter D. Bachiochi, Eastern Connecticut State University, Gender Differences in Recruitment Outcomes: The Role of Applicant Self-Efficacy Karen Landay, University of Alabama, Sarah DeArmond, University of Wisconsin Oshkosh, What Women Want? Applicant Gender and Recruiter and Organizational Characteristics Tracy Porter, Cleveland State University, Gender and Motivation to Lead Submitter: Karen Landay, karen.michelle.landy@gmail.com

296. Special Events: 12:30PM-1:20PM  Asia 2

Invited Speaker Session: Reflections on the State of Science
This session gathers several preeminent I-O scholars to reflect on and discuss the current state of the science and future research directions in three broad areas: (a) building the workforce, (b) experiencing and engaging in work, and (c) managing the workforce.
Benjamin Biermeier-Hanson, Radford University, Co-Chair
Gilad Chen, University of Maryland, Co-Chair
Eduardo Salas, Rice University, Discussant
Talya N. Bauer, Portland State University, Presenter
Frederick P. Morgeson, Michigan State University, Presenter
Mo Wang, University of Florida, Presenter
Madhura Chakrabarti, Bersin by Deloitte, Deloitte Consulting LLP, Presenter
Submitter: Madhura Chakrabarti, mchakrabarti@deloitte.com

297. Symposium/Forum: 12:30PM-1:20PM  Asia 4

Cutting-Edge Perspectives of Shared Leadership Networks
Despite ample evidence regarding the utility of shared leadership in teams, there is still much unknown about how it emerges and functions. This symposium presents 4 papers using cutting edge theories and approaches to make novel discoveries regarding the antecedents, emergence, and outcomes of shared leadership networks.
Charles P. R. Scott, DDI, Co-Chair
Jessica L. Wildman, Florida Institute of Technology, Co-Chair
Dorothy R. Carter, University of Georgia, A Semantic Network Analysis Approach to Studying Leadership Emergence
Trevor N. Fry, Florida Institute of Technology, Jessica L. Wildman, Florida Institute of Technology, A Longitudinal Investigation of Shared Leadership and Team Viability
Douglas Monsky, University of Central Florida, Claudia Hernandez, University of Central Florida, Palak Shah, University of Central Florida, C. Shawn Burke, University of Central Florida, Examining Shared Leadership in Space Exploration: An Analog Perspective
Charles P. R. Scott, DDI, Hairong Jiang, Institute for Cross Cultural Management, Jessica L. Wildman, Florida Institute of Technology, Toward a Theory of Implicit Collective Leadership in Teams
Submitter: Charles P.R. Scott, scottc2012@my.fit.edu

298. Panel Discussion: 12:30PM-1:20PM  Asia 5

Talent Management Data Integration: Are You REALLY Doing It?
Presenters from 4 different global organizations will share best practices on data integration in order to lift the veil of secrecy surrounding corporate talent management data practices. Each presenter will provide the audience with examples and practical solutions to fundamental issues commonly encountered when integrating multiple sources of talent data.
Felix J. Lopez, PepsiCo, Chair
Julia N. Thompson, Old Dominion University/ODU Research Foundation, Co-Chair
Christina Fleck, PepsiCo, Panelist
John P. Steele, Best Buy, Panelist
Scott E. Bryant, DDI, Panelist
David Morgan, Facebook, Inc., Panelist
Richard J. Chambers, II, PepsiCo, Panelist
Submitter: Christina Fleck, crfleck4@yahoo.com

299. Symposium/Forum: 12:30PM-1:20PM  Australia 3

Employment Stress and Financial Hardship: Implications for Occupational Health
The symposium examines economic issues pertinent to employment and income/finances, and their implications for a variety of occupational health outcomes. Papers discuss novel approaches in examining economic stressors, share new findings regarding the impact of employment- and income-related stress on health and well-being, and highlight potential avenues for interventions.
Janelle H. Cheung, Oregon Health & Science University, Co-Chair
Leslie B. Hammer, Oregon Health & Science University, Co-Chair
Lindsay E. Sears, Healthways, Maria Herlihy, Q5 Analytics, Ashlin Jones, Healthways a Sharecare Company, Lyndsey Stanfill, Q5 Analytics, Using Big Data to Understand Employment Stress and Personalize Intervention
Heather N. Odle-Dusseau, Gettysburg College, Russell A. Matthews, Bowling Green State University, Julie Holliday Wayne, Wake Forest University, Critical Incidents of Financial Hardship: Worker Health and Work–Family Balance
Janelle H. Cheung, Oregon Health & Science University, Leslie B. Hammer, Oregon Health & Science University, MacKenna L. Perry, Portland State University, Economic Stress Profiles and Occupational Health Among Employed Veterans
Robert R. Sinclair, Clemson University, Discussant
Submitter: Janelle H. Cheung, janelle.h.cheung@gmail.com

300. Panel Discussion: 12:30PM-1:20PM  N. Hemisphere A1

Beyond Dollars and Cents: The Spectrum of ROI
In the applied environment, explaining how you used a formula to determine ROI often falls on deaf ears. A group of panelists provide an applied perspective on how ROI can be investigated and explained across a broad spectrum of talent initiatives and job levels.
Charles N. Thompson, Taylor Strategy Partners, Chair
Stacia J. Famiilo-Hopek, First Data Corporation, Panelist
Seth Zimmer, AT&T, Panelist
Lauren N. Robertson, CEB, Panelist
Julianne Brown, Walmart, Panelist
Megan K. Leasher, Macy’s, Inc., Panelist
Submitter: Charles N. Thompson, thompsonchad1@gmail.com

301. Symposium/Forum: 12:30PM-1:20PM  N. Hemisphere A2

MTurk as Work (and Not Just a Recruitment Method)
Although MTurk is a popular recruitment tool for I-O research, this workforce is largely ignored by our field. Authors will discuss necessary adaptations for applying work analysis, measuring job performance, and studying justice perceptions among MTurk workers, as well as for remaining relevant to broader “Uber-ized” labor that MTurk represents.
Alice M. Brawley, Michigan State University, Cynthia L.S. Pury, Clemson University, Fred S. Switzer, III, Clemson University, Shawn Saylors, Digital Consulting Services, Work Analysis in the Gig Economy and the Case of MTurk Workers
Emily A. Burnett, Clemson University, Cynthia L.S. Pury, Clemson University, Attention Checks as Performance Metrics on MTurk: Distributive Justice Implications
Amanda L. Young, North Carolina State University, Joshua S. Andrews, North Carolina State University, Measurement Equivalence on Amazon’s Mechanical Turk
Submitter: Alice M. Brawley, brawley2@msu.edu

302. Symposium/Forum: 12:30PM-1:20PM  N. Hemisphere A3

Item Response Theory: New Directions for Research and Practice
Item response theory is an important method in organizational research. This symposium explores some of the latest advances in IRT, including an investigation of model fit indices on dominance and unfolding models, an application of dominance and unfolding models on forced-choice personality measurements, and the application of explanatory IRT.
303. Panel Discussion: 12:30PM-1:20PM  N. Hemisphere A4

Team-Level Interventions: Using Personality Data to Enhance Team Effectiveness

Panel members will discuss their successes and lessons in using personality data for team-based applications. Topics will include best practices and ethical considerations for presenting personality data to teams, examples of creating and using team personality profiles, and other practical applications to improve team effectiveness and business outcomes.

Sarah E. Chatfield, Aon Hewitt, Chair
Julie Anne Caplinger, Aon Hewitt, Panelist
Jana Fallon, Prudential Financial, Panelist
Blaine H. Gaddis, Hogan Assessment Systems, Panelist
Matthew Dreyer, Prudential Financial, Panelist

Submitter: Julie Anne Caplinger, Julie.Caplinger@aonhewitt.com

304. Alternative Session Type with presenters:
12:30PM-1:20PM  N. Hemisphere E1

Mobile Assessment: Small Screens Become Mainstream

(Demo & Panel Discussion)

This symposium brings together 3 assessment publishers demonstrating mobile assessment administration formats and comparing and contrasting their effectiveness. Audience members will participate by sampling assessment experiences live via mobile device. After demonstration, broader trends on mobile assessment will be highlighted from each publisher, and advantages/disadvantages of mobile assessment formats will be discussed.

Casey W. Johnson, OutMatch, Presenter
Keith D. McCook, OutMatch, Presenter
James R. Longbaugh, IBM, Presenter
Jennifer E. Lowe, Hogan Assessment Systems, Presenter
Kevin Impelman, IBM, Presenter

Submitter: Casey W. Johnson, cjohnson@outmatch.com

305. Symposium/Forum: 12:30PM-1:20PM  N. Hemisphere E2

Perspectives on Workplace Age Discrimination: Prevalence, Processes, and Outcomes

Current age bias research is presented from the perspective of both perpetrators and targets while considering determinants of biased beliefs and how those beliefs in turn impact important personal and organizational outcomes. A variety of moderated and mediated relationships are presented, providing additional insights into the complexity of age discrimination.

Gretchen A. Petery, University of Connecticut, Co-Chair
Janet L. Barnes-Farrell, University of Connecticut, Co-Chair
James W. Grosch, NIOSH/CDCC, National Survey Data on Age Discrimination in the Workplace
M.A. Lale Muazzez Yaldiz, Portland State University, Donald M. Truxillo, Portland State University, David Cadiz, Portland State University, Age Discrimination-Work and Well-Being Outcomes: “For Whom” and “How”
Gretchen A. Petery, University of Connecticut, Janet L. Barnes-Farrell, University of Connecticut, Rick Allen Laguerre, University of Connecticut, Young Adults’ Exposure to “Older Workers”: Experiences, Beliefs, and Preferences
Ulikre Fasbender, Oxford Brookes University, Mo Wang, University of Florida, Intergroup Contact Quality and Hiring Older People

Submitter: Gretchen A. Petery, gretchen.petery@uconn.edu

306. Panel Discussion: 12:30PM-1:20PM  N. Hemisphere E3

So You Want to Write a Book? Advice for Authors

The process of putting together a book may seem mysterious to potential writers. Experienced panelists who have prepared books (authoring or coauthoring textbooks or scholarly books, editing or coediting, overseeing development of book series) describe the process and advise potential authors and editors. Audience participation is encouraged.

Rosemary Hays-Thomas, University of West Florida (retired), Chair
George C. Thornton, Ill, Colorado State University, Panelist
Laura L. Koppe Bryan, Transylvania University, Panelist
Donald M. Truxillo, Portland State University, Panelist
Nancy T. Tippins, CEB, Panelist
Submitter: Rosemary Hays-Thomas, rlowe@uwf.edu

Session 307 has been moved to Thursday, 5:00PM-5:50PM in N. Hemisphere A4

308. Special Events: 12:30PM-1:20PM  S. Hemisphere I

Invited Speaker Session: New Wine, New Bottle: NLP Applications to Talent Management

Natural language processing (NLP) is gaining momentum in the world of people analytics for making better sense of large qualitative data. This session will illustrate ways in which NLP is being used in people analytics (e.g. engagement surveys, performance themes, goal setting, etc.) to provide new, meaningful employee insights.

Subhadra Dutta, Twitter Inc., Chair
Alexis A. Fink, Intel Corporation, Co-Chair
Eric M. O’Rourke, Facebook, Presenter
Ernest Ng, Salesforce.com, Presenter
Brian DeBar, NVIDIA Corporation, Presenter
Submitter: Madhura Chakrabarti, mchakrabarti@deloitte.com

309. Alternative Session Type with presenters:
12:30PM-1:20PM  S. Hemisphere II

From the Outside, In: Technology’s Influence on I-O Psychology

This session will address how technology has transformed our work as I-O psychologists and HR practitioners. Four experts will share insights ranging from specific areas, like hiring, performance management, and employee engagement, to a big picture overview in order to explore the challenges and opportunities inherent in this technology revolution.

Aarti Shyamsunder, Psymetrics Consulting, Chair
Jennifer C. Cullen, CultureAmp, Presenter
Steven T. Hunt, SAP SuccessFactors, Presenter
Richard N. Landers, Old Dominion University, Presenter
Matthew S. O’Connell, Select International, Inc., Presenter
Submitter: Aarti Shyamsunder, aarti_shyamsunder@hotmail.com

310. Panel Discussion: 12:30PM-1:20PM  S. Hemisphere III

I-O From the Other Side: Internal–External Consulting Dynamics

This session will address key practice issues around collaborations between internal and external I-O consultants. Panelists from 6 organizations in 3 dyadic internal–external consulting partnerships will discuss real-world examples and talk about success stories and challenges that highlight their internal–external I-O dynamics.

Mengqiao Liu, DDI, Co-Chair
Irina F. Cozma, DDI, Co-Chair
Erica N. Drew, DaVita Healthcare Partners, Panelist
Jason D. Frizzell, Select International, Panelist
Robert E. Gibby, IBM, Panelist
Rodney A. McCloy, HumRRO, Panelist
Irina F. Cozma, DDI, Panelist
Ashley A. Walvoord, Verizon, Panelist
Submitter: Mengqiao Liu, mengqiao.liu@ddiworld.com

311. Panel Discussion: 12:30PM-1:20PM  S. Hemisphere V

The I-O of the Future: Identifying and Closing Skill Gaps

The world of work is changing, and I-Os must change with it. In this session, panelists will wield their applied experience to first identify/predict skill needs and then to suggest practical steps to meet these needs in the coming years.
312. Symposium/Forum: 1:00PM-2:20PM  Asia 3
Do You See What I See? Integrating Divergent Data Insights
Using data and insight to influence organizational strategy and action is not a new concept. There has been less conversation and research, however, on reconciling data that are in conflict with other sources of information or organizational beliefs. This symposium explores several examples of organizations dealing with such situations.

Kimberly Happich, PepsiCo, Chair
Randy Lim, Hofstra University/McKinsey & Co., On the Contrary! Organizational Surveys Can Create Value
Camilla Arntsen, PepsiCo, Vinnie Chi, PepsiCo, Cultural Diversity’s Impacts on Interpreting and Applying Leadership Assessment Data
Rebecca Levine, PepsiCo, Kimberly Happich, PepsiCo, Allan H. Church, PepsiCo, Numbers Don’t Lie: Sense Making Across Assessment and Performance Data
Sarah A. Brock, Johnson & Johnson, Charlotte L. Powers, Johnson & Johnson, You Say “Tomato”: Valuing Discrepancies in Enterprise-Level Assessment Data
Cindy McCauley, Center for Creative Leadership, Discussant
Submitter: Kimberly Happich, kim.happich@pepsico.com

313. Poster: 1:00PM-1:50PM  Atlantic BC
CWB & Deviance
313-1 Why Do Newcomers Break Rules? Deviance During Organizational Socialization
Why and under what circumstances can mentors can foster newcomer engagement in deviant behavior during their first employment months? Results indicate that when a peer mentor exhibits a high level of deviant behavior, a newcomer perceives low mentorship quality and experiences high role ambiguity, increasing the likelihood of newcomer deviance.
Xiangmin Liu, Pennsylvania State University
David G. Allen, Rutgers University
Zhengtang Zhang, Nanjing University
Submitter: Xiangmin Liu, xul16@psu.edu

313-2 Volunteer Incivility and Burnout: Resilience Only Gets You So Far
This study utilized COR theory to investigate incivility among volunteer colleagues as a predictor of volunteer burnout, and examined resilient coping as a potential resource to reduce burnout. Resilient coping was found to moderate the negative relationship between incivility and burnout among volunteers in volunteers experiencing fewer instances of incivility.
Sheridan B. Trent, University of Nebraska-Omaha
Joseph A. Allen, University of Nebraska at Omaha
Submitter: Sheridan B. Trent, strent@unomaha.edu

313-3 Why Arriving Late to Meetings May Harm Workplace Relationships
People are frequently late to meetings. An experiment was conducted to examine how lateness impacts the way on-time attendees perceive the late arrival. Participants who judged the late arrival to be responsible reported more anger and less sympathy than when the arrival was not responsible.
Joseph E. Mrzov, University of Nebraska-Omaha
Joseph A. Allen, University of Nebraska-Omaha
Nicole B. Landowski, University of Nebraska-Omaha
Submitter: Joseph E. Mrzov, jmrzov@unomaha.edu

313-4 Person–Organization Fit and Counterproductive Work Behaviors via Engagement, Work Motives
Authors examined engagement as a possible mediator of the relationship between P–O fit and CWB. Results showed that engagement mediates this relationship. Also explored was the moderating role of approach/avoidance work motives on the relationship between engagement and CWB. Engagement x Motive interaction terms explained incremental variance in CWB.

313-5 Dimensionality of Counterproductive Behaviors Across Work and Nonwork Contexts
Though employers often consider nonwork behavior, research has been slow to integrate study of work and nonwork deviance. These authors analyzed the co-occurrence of counterproductive behaviors among 167,394 military members charged with criminal and/or organizational offenses to provide an empirically derived taxonomy of counterproductive behavior on and off duty.
Laura G. Barron, United States Air Force
John D. Trent, United States Air Force
Mark R. Rose, United States Air Force
Submitter: Mark R. Rose, mark.rose.7@us.af.mil

313-6 Factors Affecting Self–Other Agreement About Employees’ Counterproductive Work Behavior
The goal of this study is to examine factors (e.g., observability, memorability, etc.) that affect self–other agreement of CWB at the item level. Results indicate that self–other agreement on CWB items is stronger for items that are more observable, memorable, and less task relevant. Implications are discussed.
Juan Carlos Batarse, Texas A&M University
Christopher M. Berry, Indiana University
Submitter: Juan Carlos Batarse, jb13@tamu.edu

313-7 The Influence of Ethical and Abusive Leadership on Impression Management
The influence of abusive supervision and ethical leadership on the motivation to engage in supervisor and coworker-targeted impression management was examined. Results show that the motivation and use of IM varies across targets. Ethical and abusive supervision are associated with differential direct effects on strategy use.
Eden-Raye Lukacik, University of Calgary
Joshua S. Bourdage, University of Calgary
Submitter: Eden-Raye Lukacik, eralukacz@ucalgary.ca

313-8 The Long-Term Benefits of Subordinate Retaliation Following Abusive Supervision
Based on the notion that retaliation following mistreatment can restore justice perceptions for victims, a functional theory of retaliation is proposed, and it was found that retaliation has long-term benefits in that it alleviates the negative effect of abusive supervision on subordinate well-being by restoring subordinate justice perceptions.
Lindie H. Liang, University of Waterloo
Douglas J. Brown, University of Waterloo
Huiven Lian, Hong Kong University of Science and Technology
Lance Ferris, Pennsylvania State University
Samuel Hanig, University of Waterloo
Lisa M. Kepping, Wilfrid Laurier University
Submitter: Lindie H. Liang, lindie.liang@gmail.com

313-9 Incivility, Performance, and Work Behaviors: Implications of the Social Context
Authors examined how social context moderates employees’ behavioral responses to workplace incivility. It was found that employees’ own incivility experiences predicted lower performance and citizenship behavior and higher counterproductive behavior in groups where members received highly different incivility treatment and kept silent.
Changguo Mao, Capital University of Economics and Business
Chu-Hsiang Chang, Michigan State University
Russell E. Johnson, Michigan State University
Jian Min Sun, Renmin University of China
Taylor K. Lauricella, Michigan State University
Submitter: Taylor K. Lauricella, laurice5@msu.edu
313-10 Inducing Out-Group Hate: Rudeness and Intergroup Conflict
This paper offers a new perspective to the study of incivility and decision making by investigating the differential effect incivility has on behavior toward in-groups and out-groups. Findings indicate exposing a team to rude behavior diminishes team performance, decreases willingness to support the in-group, and increases incidences of out-group harm.
Troy W. Pounds, University of Central Florida
Binyamin Cooper, University of Florida
Amir Erez, University of Florida
Submitter: Troy W. Pounds, troy.pounds@ucf.edu

313-11 Meeting Madness: Counterproductive Meeting Behaviors and Personality Traits
This study investigated how counterproductive meeting behaviors (CMBs) differentially impact perceived meeting effectiveness, depending on personality characteristics of meeting attendees. In addition to CMBs negatively relating to perceived meeting effectiveness, this relationship was stronger for attendees possessing higher levels of Agreeableness and stronger for individuals possessing lower levels of Extraversion.
Michael A. Yoerger, University of Nebraska at Omaha
John D. Crowe, University of Nebraska at Omaha
Joseph A. Allen, University of Nebraska at Omaha
Johanna Jones, University of Nebraska at Omaha
Submitter: Michael A. Yoerger, myoerger@unomaha.edu

313-12 Gender Differences in Perceptions of Counterproductive Behavior in Healthcare Professionals
Prior research indicates there are gender differences in committing counterproductive workplace behaviors (CBWs). This study investigates gender differences in the frequency of reporting CBWs on a required exit survey for graduating medical residents. Results indicate women report CBWs at a higher frequency than men; implications of this difference are discussed.
Brittany J. Marcus-Blank, University of Minnesota
Michael J. Cullen, University of Minnesota
Ezgi Tiryaki, University of Minnesota
Submitter: Brittany J. Marcus-Blank, marcu093@umn.edu

313-13 A Meta-Analytic Investigation of Cyberloafing
Cyberloafing—using technology to Idle at work—has attracted the attention of scholars and practitioners by plaguing modern organizations. The first meta-analysis to empirically define its nomological net. By exploring the antecedents and outcomes of cyberloafing, research contributes to the development of interventions to mitigate instances of cyberloafing.
Casey A. Giordano, University of Minnesota
Brittany K. Mercado, Graduate Center/CUNY, Baruch College
Stephan Dilchert, Baruch College
Submitter: Casey A. Giordano, Giord023@umn.edu

313-14 The Burden of Being Negative: Social Burden at Work
Social burden is relatively new construct that focuses on workplace behaviors that call for attention. This research attempts to conceptually replicate the original findings regarding social burden while examining which types of people react particularly poorly in these situations.
Christopher M. Gallagher, Bowling Green State University
Submitter: Christopher M. Gallagher, christopher.gallagher@gmail.com

313-15 Predicting Counterproductive Work Behaviors: Integrity and Bogus Item Scales
This study examined the prediction of integrity test and bogus items in predicting formal records of CWB. Results point to the potential benefits of screening candidates using bogus items in addition to traditional integrity test, as well as extending CWBs within the selection process.
Amy Gammon, Select International, Inc.
Mei-Chuan Kung, Select International, Inc.
Connor Grady, Select International, Inc.
Don M. Moretti, Sears Holdings Corporation
Submitter: Mei-Chuan Kung, mkung@selectintl.com

313-16 Examining Peer Reactions to Constructive and Destructive Deviance
Constructive deviance intends to help organizations and destructive deviance intends to harm, but the distinction between “good” and “bad” deviance is not always clear. Employee responses to coworker deviance are investigated. Results suggest that intent influences reactions more than outcomes and that individuals make inferences about intentions based on outcomes.
Melissa Gutworth, Pennsylvania State University
Jason Dahling, College of New Jersey
Submitter: Melissa Gutworth, mbg164@psu.edu

313-17 Leaders Blame Victims and Forgive Favorites When Assessing Employee Deviance
Research examined relations between instigated and experienced rudeness with supervisor’s perceptions of employee deviance, and whether these relationships were moderated by LMX and job performance. Results across 3 studies support our predictions, demonstrating that supervisors blame victims for their mistreatment and forgive “good” employees for rude behavior.
Shannon G. Taylor, University of Central Florida
Donald H. Kluemper, University of Iowa
Mark N. Bing, University of Mississippi
W. Matthew Bowler, Oklahoma State University
Jonathan R. Halbesleben, University of Alabama
Submitter: Shannon G. Taylor, sgtaylor@ucf.edu

313-18 When in Rome: The Effects of Coworker Abusive Behavior
A psychological process is proposed in which perceived abusive behavior in the work group affects personal abusive behavior through organizational trust, a process moderated by conscientiousness. Analyses on data from 1,760 personnel revealed no mediation effect but a moderating effect of conscientiousness on the relationships at each path in the model.
Laura Clark Joiner, University of Houston
Lars U. Johnson, University of Houston
L. A. Witt, University of Houston
Daniel J. Ingels, Jr., University of Houston
Kara Polk, University of Houston
Allison M. Tringale, University of Houston
James Rigby, University of Houston
Loring Cripeau, DEOMI
Submitter: L. A. Witt, witt@uh.edu

313-19 Identifying Dark Triad Managers Using Routinely Collected Data
Through simulation, authors demonstrate a reliable statistical signature for identifying dark triad managers. The signature relies on 2 measures that cannot easily be falsified (preemployment selection scores and salaries). A smaller than expected correlation between job ability and salary is more likely in work groups under a dark triad manager.
Laurence R. Gore, Ohio State University
Hannah Komorny, Ohio State University
Submitter: Laurence R. Gore, gore.95@buckeyemail.osu.edu

313-20 A Meta-Analysis of Victim Dispositional Traits and Workplace Victimization
Authors present a meta-analysis of relationships between victim dispositional characteristics (e.g., big-5 personality) and self-reported workplace victimization to (e.g., abusive supervision, incivility). Overall, agreeableness, conscientiousness, age, positive affectivity, and job performance were negatively associated with self-reported victimization, whereas neuroticism, negative affectivity, and trait anger were positively associated with self-reported victimization.
Frank Mu, University of Waterloo
Vincent Phan, University of Waterloo
Canaan Legault, University of Waterloo
Submitter: Canaan Legault, C3legault@uwaterloo.ca

313-21 Rocking the Boat but Getting Kicked Out: Employee Challenging Voice
Building upon social information processing theory and threat theory, authors propose that employees’ challenging voice could lead to leader ostracism via feelings of threat; and supervisor–subordinate goal congru-
ence attenuates this mechanism. A 3-wave study of 276 employees from 92 groups within various business units in China supports the hypotheses.

Si Li, Huazhong University of Science & Technology
Pengcheng Zhang, Huazhong University of Science and Technology
Li Mingze, Huazhong University of Science and Technology

Submitter: Li Mingze, lmzgoodluck87@126.com

313-22 Role of Bullying, Distributive Justice, and Recourse on Employee Loyalty

Unfortunately, workplace bullying is becoming more prevalent. In this study, the relationship among bullying, distributive justice, employee recourse, and employee loyalty is explored. Results indicate a negative relationship between bullying and loyalty, with distributive justice mediating this relationship. Practitioners should encourage recourse policies and distributive justice to increase employee loyalty.

Michele N. Medina, University of North Texas
Submitter: Michele N. Medina, michele.medina@unt.edu

313-23 CWB Scales Moderate the CWB–Job Satisfaction Relationship: A Meta-Analysis

This meta-analysis examines the equivalence of 2 commonly used counterproductive work behavior (CWB) scales—the Counterproductive Work Behavior Checklist (Spector et al., 2006) and Workplace Deviance Scale (Bennett & Robinson, 2000)—by examining CWB measure as a moderator of the relationship between CWB and job satisfaction.

Stacy Sim, Bowling Green State University
Samantha A. Nesnidal, Bowling Green State University

Submitter: Stacy Sim, sims@bgsu.edu

313-24 Goal Setting and Unethical Behavior: Journey Toward the Goal Matters

Recent evidence shows that difficult, specific goals can lead to unethical behaviors. However, even though goal pursuit happens over time, studies have not considered the journey along the way. In this study, progressing towards the goal at a decelerating rate (vs. constant rate) was shown to reduce unethical behaviors.

Midori Nishioka, University of Waterloo
James W. Beck, University of Waterloo

Submitter: Midori Nishioka, mnishioka@uwaterloo.ca

313-25 Emotional Intelligence and Counterproductive Work Behaviors: A Meta-Analytic Examination

Emotional intelligence is used in countless organizations, but the construct is still not fully understood. This meta-analysis serves to expand the evidence-based knowledge around emotional intelligence to include counterproductive work behaviors, such as abuse and theft. Analyses offer some support for emotional intelligence as a predictor of counterproductive work behaviors.

Casey A. Giordano, University of Minnesota
Deniz S. Ones, University of Minnesota

Submitter: Casey A. Giordano, Giord023@umn.edu

313-26 Third Party Reactions to Mistreatment of a Supervisor

This study assesses third party reactions to the social undermining of a supervisor. Integrating theories about role perceptions, a serial mediation model is presented depicting that mistreatment of a superior impacts employee performance behaviors and job attitudes through the mechanisms of perceived supervisor competence, role conflict, and role ambiguity.

Bailey A. Bigelow, University of Central Florida
Manuela Priesemuth, Villanova University

Submitter: Bailey A. Bigelow, bailey.bigelow@ucf.edu

313-27 Intentionality's Effects on the Dimensionality and Frequency of Workplace Aggression

Although workplace aggression is defined with an “intent to harm others,” aggression scales do not commonly measure intent. It was found that inclusion of intent in aggression scales displays implications for aggression's occurrence rate. Furthermore, aggression shows a strong general factor as well as subfactors beyond the general factor.

Oren R. Shewach, University of Minnesota
Paul R. Sackett, University of Minnesota

Submitter: Oren R. Shewach, shewach006@umn.edu

313-28 An Item Response Theory Analysis of CWB Measurement Artifacts

This study examined the causal effects of modifying scale characteristics (RS and RTF) of the Counterproductive Work Behavior Checklist (Spector et al., 2006) on CWB relationships and responses at the item and scale level, using classical test theory and item response theory analyses.

Stacy Sim, Bowling Green State University

Submitter: Stacy Sim, sim@bgsu.edu

313-29 Reliability Generalization of Bennett and Robinson’s Workplace Deviance Scale

Authors coded 275 unique administrations of the WDS. The standard deviation of the scores was positively associated with score reliability (Cronbach’s alpha). In addition, the number of items, rating source, and response format used were found to impact score reliability in the hypothesized direction. Implications for future research are discussed.

Armando C. Falcon, Florida International University
Chockalingam Viswesvaran, Florida International University

Submitter: Armando C. Falcon, armando.falcon@fiu.edu

313-30 The Liability of Organizational Pride

Research examines links between experienced coworker incivility and employee incivility behavior toward coworkers by testing mediating and moderating roles of emotional exhaustion and organizational pride, respectively. The mediated relationship between coworker incivility and incivility behavior toward coworkers through emotional exhaustion is stronger when employees have higher levels of organizational pride.

Yuyan Zheng, Durham University
Erica Xu, Hong Kong Baptist University
Les Graham, Durham University

Submitter: Yuyan Zheng, zhengyuyan0614@hotmail.com

313-31 How and When Unethical Leader Behavior Influences Knowledge Sharing

Drawing on conservation of resources (COR) theory, this study investigates the negative effect of unethical leader behavior on knowledge sharing. Using a moderated-mediation framework, findings demonstrate that unethical leader behavior diminishes subordinates' knowledge sharing via repressed intrinsic motivation. Furthermore, this mediated effect is strengthened when overall justice is low.

Soohyun Yoon, Seoul National University
Seo In Yoon, Seoul National University
Woohee Choi, Seoul National University
Sunghyuck Mah, Seoul National University
Seokhwa Yun, Seoul National University

Submitter: Soohyun Yoon, sbyoon@gmail.com

313-32 Cognitive Dissonance Mechanisms Applied to Organizational Theft

Building off Spector and Fox’s (2002) stressor-emotion model of counterproductive work behavior, this study examined how one cognitive dissonance “induction” mechanism (hypocrisy) and 2 reduction mechanisms (moral licensing and moral disengagement) related to theft. Participants in a moral licensing condition with high propensities to morally disengage had the highest theft responses.

Nicole M. Francavilla, North Carolina State University
Amanda L. Young, North Carolina State University
Laura J. Williams, North Carolina State University

Submitter: Nicole M. Francavilla, nfranca@ncsu.edu

313-33 A Sense of (Im)balance in Interpersonal (Mis)treatments at Work

Applying equity theory and discrete emotions perspectives to interpersonal relationships, this scenario-based experiment demonstrates that individuals perceive a sense of (im)balance in interpersonal (mis)treatments in their relationships with others at work. A sense of imbalance is associated with different emotions and these emotions in turn relate to important work outcomes.
Su Kyung Kim, Wilfrid Laurier University
Yujie Zhan, Wilfrid Laurier University
Submitter: Su Kyung Kim, kkimx590@mylaurier.ca

314. Panel Discussion: 1:00PM-2:20PM  S. Hemisphere IV
You’ve Provided Insights, Now What? Translating Talent Analytics Into Actions
This session will focus on the keys to the successful transition from analy-lytics to implementation to help companies achieve business objectives. Panelists from 6 organizations will share lessons learned drawing on diverse talent analytics including learning, diversity and inclusion, em-ployee retention, team staffing, compensation, corporate responsibility, and organizational effectiveness.
Zoa M. Ordonez, PepsiCo, Chair
Brett Anthony Aygut, Cox Automotive, Panelist
Adrian Goh, Wal-Mart Stores, Inc., Panelist
Richard A. Guzzo, Mercer, Panelist
Lily Maissen, PepsiCo, Panelist
Adam T. Myer, Johnson & Johnson, Panelist
Haig Naibantan, Mercer, Panelist
Submitter: Zoa M. Ordonez, zoa.ordonez@gmail.com

315. Panel Discussion: 1:30PM-2:20PM  Americas Seminar
Administration CAN Be Good!
Many academics equate administration with Darth Vader and his Empire. But administration can be rewarding and helpful. This discussion brings administrators together to discuss how I-O skills help administrators succeed and to provide a realistic job preview of administrative roles. Especially recommended for early career and midcareer folks.
Mind E. Bergman, Texas A&M University, Chair
Peter D. Bachiochi, Eastern Connecticut State University, Panelist
Reeshad S. Dalal, George Mason University, Panelist
Melissa L. Grues, Indiana University-Purdue University Fort Wayne, Panelist
Michael J. Zickar, Bowling Green State University, Panelist
Submitter: Mindy E. Bergman, mindybergman@tamu.edu

316. Panel Discussion: 1:30PM-2:20PM  Asia 1
Communicating Our Value as I-O Practitioners
To scope a role and contribute value as an I-O practitioner, it is important to be able to communicate one’s skills and abilities. This panel will provide tips and ideas for managers to sell the value of their I-O Identities to others.
Catherine Ott-Holland, Google, Inc., Chair
Marina Pearce, Ford Motor Company, Panelist
Kevin C. Stanek, Gilead Sciences, Panelist
Ryan P. Robinson, Jackson National Life Insurance Co., Panelist
Sarah G. Semmel, Twitter, Panelist
Carra S. Sims, RAND Corporation, Panelist
Submitter: Marina Pearce, mpearc24@ford.com

317. Special Events: 1:30PM-2:20PM  Asia 2
Executive Board Special Session: Understanding I-O Education and Training From an International Perspective
In this session, the Education & Training (E&T) International Subcommittee will provide an update to the SIOP community on efforts to better under-stand I-O E&T from an international perspective. Audience members will be able to provide input regarding other models of I-O graduate and undergraduate E&T outside of the U.S.
Marissa L. Shuffler, Clemson University, Chair
Joseph A. Allen, University of Nebraska at Omaha, Co-Chair
Submitter: Marissa L. Shuffler, mshuffler@clemson.edu

318. Symposium/Forum: 1:30PM-2:20PM  Asia 4
Overcoming Common Problems in Meta-Analysis
In completing a meta-analysis, researchers encounter problems concerning the nature of the data and their proper statistical treatment. This symposium presents 3 papers describing common problems and how to solve them. The audience may download software and run analyses simultaneously with presenters (laptop and R software needed to run analyses).
Sven Kepes, Virginia Commonwealth University, Michael A. McDaniel, Virginia Commonwealth University, Sensitivity Analyses in Meta-Analytic Reviews
Fred Oswald, Rice University, Chen Zuo, Rice University, Evan Mulfinger, Rice University, Modeling Dependent Effect Sizes in Meta-Analysis: Comparing Two Approaches
Michael T. Brannick, University of South Florida, Sean Potter, University of South Florida, Improved Weights for Estimating the Meta-Analytic Mean
Scott B. Morris, Illinois Institute of Technology, Discussant
Submitter: Michael T. Brannick, mbrannick@usf.edu

319. Special Events: 1:30PM-2:20PM  Asia 5
Invited Speaker Session: Toward a New Organization: Building and Measuring Teams
This session brings together 3 large organizations simultaneously conducting leading edge research on teams. What makes teams effective? How does one measure its effectiveness? Why do we like some teams more than others? Practitioners will present their research and its applications, and discuss surprising commonalities (and differences) among the findings.
Madhura Chakrabarti, Bersin by Deloitte, Deloitte Consulting LLP, Chair
Shawn M. Del Duco, Intel Corporation, Presenter
Ashley Goodall, Cisco Systems Inc., Presenter
Gary Johnson, Deloitte, Presenter
Paul K. F. Chan, Intel Corporation, Presenter
Submitter: Madhura Chakrabarti, mchakrabarti@deloitte.com

320. Panel Discussion: 1:30PM-2:20PM  Australia 3
Is There a Replication “Crisis” (Yet) in I-O Psychology?
How trustworthy is the empirical basis of I-O psychology? Is there a replicability crisis in I-O or is replicability irrelevant due to meta-analysis? Three psychologists will discuss the implications of the recent replicability crisis for I-O psychology research and practice. Both micro and macro methodology risks will be discussed.
Theodore L. Hayes, U.S. Department of Justice, Co-Chair
Jeffrey M. Cucina, U.S. Customs and Border Protection, Co-Chair
Marcus Crede, Iowa State University, Panelist
In-Sue Oh, Temple University, Panelist
Larry J. Williams, University of Nebraska Lincoln, Panelist
Submitter: Theodore L. Hayes, thl2006@gmail.com

321. Alternative Session Type with presenters: 1:30PM-2:20PM  N. Hemisphere A1
Words of Attraction: Job Ad Wording to Diversify Applicant Pools
Recruitment is a key component of the hiring process and important for maintaining a diverse workforce. This ignite-symposium-panel dis-cussion hybrid brings together an exciting group of experts to discuss empirical research on and best practice advice regarding the role of job advertisement wording in attracting a diverse applicant pool.
Roseanne J. Foti, Virginia Tech University, Co-Chair
Maureen E. McCusker, Virginia Tech University, Presenter
Stanley M. Gully, Pennsylvania State University, Presenter
Maureen E. McCusker, Virginia Tech University, Presenter
Eva Derous, Ghent University, Presenter
In-Sue Oh, Temple University, Presenter
Larry J. Williams, University of Nebraska Lincoln, Presenter
Submitter: Maureen E. McCusker, mem66@vt.edu

322. Panel Discussion: 1:30PM-2:20PM  N. Hemisphere A2
Leveraging Assessment Data: Creative Approaches to Finding Talent
As an industry, I-Os have all but mastered the art of using assessments for selection. Organizations have a stunning array of data, including digital records, to describe candidates. Panelists will share how they creatively leverage these data to add value well beyond the point of hire.
Miriak T. Nelson, Aon Hewitt, Chair
Sven Kepes, Virginia Commonwealth University, Michael A. McDaniel, Virginia Commonwealth University, Sensitivity Analyses in Meta-Analytic Reviews
Fred Oswald, Rice University, Chen Zuo, Rice University, Evan Mulfinger, Rice University, Modeling Dependent Effect Sizes in Meta-Analysis: Comparing Two Approaches
Michael T. Brannick, University of South Florida, Sean Potter, University of South Florida, Improved Weights for Estimating the Meta-Analytic Mean
Scott B. Morris, Illinois Institute of Technology, Discussant
Submitter: Michael T. Brannick, mbrannick@usf.edu
323. Symposium/Forum: 1:30PM-2:20PM  N. Hemisphere A3
Counterproductivity in a Military Context

Military organizations are distinguished from other organizations primarily in terms of an ethos that facilitates common member understanding of the requirements of the profession. In this context, counterproductivity can have added meaning/significance. This symposium explores various antecedents, mediators, and consequences with implications for military selection, leadership, and programs/policies.

Wendy Darr, Department of National Defence, Chair
Wendy Darr, Department of National Defence, Jennifer M. Peach, Department of National Defence, M. Katharine Berlinguette, Canadian Armed Forces, Counterproductivity: Antecedents, Mediators, Consequences in Military Context
Wendy Darr, Department of National Defence, Identifying Integrity-Relevant Personality Traits
Ann-Renee Blais, Department of National Defence, Key Drivers of Basic Training Attrition: Personality and Person–Organization Fit
M. Katharine Berlinguette, Canadian Armed Forces, Jennifer M. Peach, Department of National Defence, Psychological Distress in CAF Grievers: The Mediating Role of Justice
Manon Mireille LeBlanc, Department of National Defence, Abusive Supervision and Work Attitudes: Experienced and Observer Effects
Jennifer M. Peach, Department of National Defence, E. Kevin Kelloway, Saint Mary’s University, Erin C. Squires, Department of National Defence, Damien O’Keefe, Department of National Defence, Effective Leadership Profiles: Impact on Workforce Outcomes

Submitter: Wendy Darr, wendy.darr@gmail.com

324. Panel Discussion: 1:30PM-2:20PM  N. Hemisphere A4
Yearly, Quarterly, Monthly, Daily: Choosing the Best Survey Cadence

HR experts proclaim that the annual census survey is dead. Companies today require a more frequent, even daily, infusion of employee insights. But is that true? Maybe, maybe not. Four experts discuss organization survey programs with different methodologies, all successful. Which cadence is best? It depends on organization objectives.

Sarah R. Johnson, Perceptyx, Chair
Allen M. Kamin, GE, Panelist
Rob Lewis, Pfizer, Panelist
Elizabeth A. McCune, Microsoft Corporation, Panelist
Jolene L. Skinner, Impact Nashville, Panelist

Submitter: Sarah R. Johnson, sjohnson798@gmail.com

325. Symposium/Forum: 1:30PM-2:20PM  N. Hemisphere E1
Linking Organizational Culture to Patient Safety and Healthcare Quality

There is a large body of research linking organizational climate and culture to organizational outcomes, but there is a dearth of research on this topic in healthcare organizations. This symposium presents 3 studies linking organizational culture to patient safety and healthcare quality.

Joann S. Sorra, Westat, Chair
Naomi Dyer Yount, Westat, Theresa Famolaro, Westat, Katarzyna Zebrok, Westat, Rebecca Birch, Westat, Joann S. Sorra, Westat, Linking Nursing Home Patient Safety Culture with Quality Ratings
Sallie J. Weaver, National Cancer Institute, Yea-Jen Hsu, Johns Hopkins University, Lauren E. Benishek, Johns Hopkins School of Medicine, Peter J Pronovost, Johns Hopkins University School of Medicine, Elizabeth Wick, Johns Hopkins School of Medicine/Armstrong Institute for Patient Safety & Quality, Perioperative Patient Safety Culture Moderates a Bundled Surgery Improvement Intervention
Jonathan D. Burlison, St. Jude Children’s Research Hospital, James M. Hoffman, St. Jude Children’s Research Hospital, Within-Group Disagreement and Distribution: An Underutilized Patient Safety Culture Perspective

Submitter: Naomi Dyer Yount, naomiyount@westat.com

326. Panel Discussion: 1:30PM-2:20PM  N. Hemisphere E2
Using I-O for Good: The Power of Prosocial I-O Work

I-Os have the opportunity to leverage specialized training and skills to assist nonprofits that positively impact our local communities. Panelists will discuss how they have used their skills for philanthropy. Guidance on how to get involved and to choose a direction for pro bono work will be discussed.

Holly S. Payne, CEB, Chair
Douglas Wolf, Select International, Panelist
Patty Kubus, Leadership Potential International, Panelist
Donald R. Scott, DD, Panelist
Eleanor B. Williams, University of North Carolina at Charlotte, Panelist

Submitter: Holly S. Payne, holly.payne@cebglobal.com

327. Symposium/Forum: 1:30PM-2:20PM  N. Hemisphere E3
Measurement Invariance of Work–Family Conflict and Psychological Well-Being Measures

This symposium emphasizes the importance of measurement invariance (MI) testing in work–family conflict and psychological well-being measures. Specifically, the studies presented empirically investigate the MI of work–family conflict across gender, life satisfaction across 26 countries, and positive/negative affect across 3 time points.

Louis Tay, Purdue University, Chair
Seulki Jang, University of South Florida, Co-Chair
Maryana Arvan, University of South Florida, Seokjoon Chun, University of South Florida, Pablo Ignacio Escobiano, IESE Business School, Stephanie A. Ardell, University of South Florida, Keaton A. Fletcher, University of South Florida, Seulki Jang, University of South Florida, Shani Pindek, University of South Florida, Britany N. Telford, University of South Florida, Are Work–Family Conflict Measure Gender Invariant? A Multistudy Exploration
Seulki Jang, University of South Florida, Eun Sook Kim, University of South Florida, Chunhuia Cao, University of South Florida, Tammy D. Allen, University of South Florida, Cary Cooper, University of Manchester, Laurent M. Lapiere, University of Ottawa, Michael P. O’Driscoll, University of Waikato, Juan I. Sanchez, Florida International University, Measurement Invariance of Life Satisfaction Across 26 Countries
Christopher Wiese, Purdue University, Louis Tay, Purdue University, Measurement Invariance of Well-Being Over a Life Course

Submitter: Seulki Jang, seulki@mail.usf.edu

328. Special Events: 1:30PM-2:20PM  N. Hemisphere E4
Alliance Special Session: The Impact of Technology on Recruitment and Selection: International Perspectives

This panel brings together a team of leading international experts who will discuss how technology is changing the face of recruitment and selection practices around the globe. Topics include big data in recruitment and selection, gamification as a selection tool, and social sensing technologies in selection and training.

Ioannis Nikolau, Athens University of Economics and Business, Chair
Benjamin Hawkes, Shell International, Discussant
Konstantina Georgiou, Athens University of Economics and Business, Presenter
Richard N. Landers, Old Dominion University, Presenter
Markus Langer, Saarland University, Presenter

Submitter: Ioannis Nikolau, inikol@aueb.gr

329. Panel Discussion: 1:30PM-2:20PM  S. Hemisphere I
I-O Psychology in an IT World

The human capital systems that I-O psychologists develop have traditionally been delivered in suboptimal formats. As technology advances, organizations are increasingly requesting that these systems be delivered as electronic, interactive tools. This diverse panel will discuss the processes and issues associated with delivering I-O content in an IT world.

Kelley J. Krokos, American Institutes for Research, Chair
Michael S. Fetzer, CultureFactors, Panelist
Joseph A. Jones, Society for Human Resource Management, Panelist
Tara Myers, American Nurses Credentialing Center, Panelist
Martin Lanik, Pinsight, Panelist

Submitter: Kelley J. Krokos, kkrokos@air.org

330. Symposium/Forum: 1:30PM-2:20PM  S. Hemisphere II
Taking a “Little Data” Approach in a Big Data World

The topic of Big Data seems to be nearly everywhere. Yet it often appears that the methodologies for analyzing Big Data are in opposition with what I-O psychologists have been taught. This symposium will...
331. Symposium/Forum: 1:30PM-2:20PM  S. Hemisphere III
An Examination of Candidate Completion Rates
A concern for organizations using unproctored internet-based assessment is that not all candidates complete the assessment. However, empirical research on factors that contribute to this phenomenon is scarce. Presenters from academic, internal consulting, and external consulting will share findings regarding factors impacting completion rates and will discuss implications for organizations.

Daniel B. Koletsky, Shaker Consulting Group, Co-Chair
P. Carter Gibson, Shaker Consulting Group, Co-Chair

Daniel B. Koletsky, Shaker Consulting Group, P. Carter Gibson, Shaker Consulting Group, An Examination of Candidate Completion Rates
Jay H. Hardy, III, Oregon State University, Matthew D. Sloan, University of Akron, Do Applicants Really Quit Longer Assessments?
Nick C. Koenig, Wal-Mart, Does Applicant Dropout Hurt or Help an Organization?
Daly Vaughn, Shaker Consulting Group, Chasing What Matters: Moving Beyond Completion Rates

Michael J. Hudz, Shaker Consulting Group, Discussant
Submitter: Daniel B. Koletsky, dkoeletsky@gmail.com

332. Alternative Session Type with presenters:
1:30PM-2:20PM  S. Hemisphere V
All Hands on Deck: Male-Buy In and Gender (In)Equity
From a recent McKinsey survey, 70% of men recognize the importance of gender diversity, only 12% believe that women have fewer opportunities. Given that the majority of positions of power are still held by men, one key to addressing gender inequality might lie in increased male buy-in and awareness.

Brandy N. Parker, Johnson & Johnson, Co-Chair
Christoph Gloger, Louisiana Tech University, Co-Chair

Submitter: Brandy N. Parker, brandyparker3@gmail.com

333. Symposium/Forum: 3:00PM-4:20PM  Americas Seminar
Connecting Education and the Labor Market: Skills and Workforce Readiness
Developing social-emotional (21st-century) skills is a challenge for education to make students ready for the workplace. Four presentations propose a framework for the organization and assessment of skills in education, connecting skills to labor market demands, and how career adaptation affects are impacted in transition from school to labor market.

Filip De Fruyt, Ghent University, Oliver P. John, University of California, Berkeley, Connecting Education and the Labor Market: 21st Century Skills and Workforce Readiness
Oliver P. John, University of California, Berkeley, 21st Century Characteristics: Factor Structure and Links to Big Five
Rodney A. McCoy, Human Resources Research Organization (HumRRO), Dan J. Putka, Human Resources Research Organization (HumRRO), Justin D. Purl, Human Resources Research Organization (HumRRO), Steven B Robbins, ETS, Huy Le, University of Texas at San Antonio, Identifying Universally Critical Characteristics of O*NET Occupations: A Prelude to Assessing W

Bart Willie, University of Antwerp, Filip De Fruyt, Ghent University, How Adaptable Are Career Adaptabilities? The Role of (Un)successful School-to-Work Transition

Submitter: Filip De Fruyt, Filip.DeFruyt@ugent.be

334. Symposium/Forum: 3:00PM-4:20PM  Asia 1
Stereotypes and Discrimination: Fresh Looks at an Age-Old Issue
This symposium features 4 empirical papers that highlight new directions for understanding age stereotypes, bias, and discrimination in the workplace. Scholars focus on prescriptive age stereotypes, intersectional archetypes, multigroup attributions for discrimination, and age meta-stereotype consciousness. Taken together these studies help I-Os recognize the complexities of aging and work.

Lisa Finkelstein, Northern Illinois University, Chair
Elizabeth A. Hannanah, Northern Illinois University, Lisa Finkelstein, Northern Illinois University, Prescriptive Age Stereotypes at Work
Justin Marcus, Ozyegin University, Barbara A. Fritzschte, University of Central Florida, Nicholas A. Smith, Pennsylvania State University, Alissa Gebben, University of Central Florida, Cagla Sahin, Sahin, Ezgi Ermioglu, Sahin, Larry R. Martinez, Pennsylvania State University, One Size Doesn’t Fit All: Initial Evidence on Prejudice Archetypes

Mengqiao Liu, DDI, Lisa Marchiondo, University of New Mexico, Workplace Age Discrimination, Intersectionality, and Job Satisfaction
Courtney Thomas, Northern Illinois University, Lisa Finkelstein, Northern Illinois University, Antecedents of Age Metastereotype Consciousness
Cort W. Rudolph, Saint Louis University, Discussant
Submitter: Lisa Finkelstein, lfs@niu.edu

335. Symposium/Forum: 3:00PM-4:20PM  Asia 3
Social Network Analysis: Advances in Methodology, Theory, and Application
Four studies demonstrate how social network analysis can be creatively applied in various areas of I-O psychology for both theoretical and methodological advancement. These applications include turnover, team collaboration and performance, and shared mental models.

Wei Wang, University of Central Florida, Chair
Tanner A. Kuth, University of Central Florida, Co-Chair
Toshio Murase, Roosevelt University, Co-Chair
Wei Wang, University of Central Florida, Daniel A. Newman, University of Illinois at Urbana-Champaign, Robert L. Dipboye, University of Central Florida, The Effect of Network Types on Job Satisfaction and Turnover
Benjamin S. Listyg, University of Georgia, Michael T. Braun, University of South Florida, When Stars Fail: A Study of Team Network Adaptation
Nicholas J. Gatto, Roosevelt University, Kacie Terranova, Roosevelt University, Toshio Murase, Roosevelt University, The Emergence of Team Cognition in String Quartets
Tanner A. Kuth, University of Central Florida, Wei Wang, University of Central Florida, Tian Tian, University of Central Florida, Engineering Team Performance: In-Group Bonding Capital Versus Out-Group Bridging Capital
Stephen J. Zaccaro, George Mason University, Discussant
Submitter: Wei Wang, wei.wang@ucf.edu

336. Master Tutorial: 3:00PM-4:20PM  Asia 4
Using New metaBUS Functions to Facilitate Systematic Reviews and Meta-Analyses
The metaBUS platform provides web-based tools for finding, curating, synthesizing, and disseminating I-O research. An updated interface for facilitating meta-analyses drawing on a collection of over 1,000,000 correlations reported in 28 I-O journals from 1980–current is demonstrated.

Jasmine Y. Khosravi, Bowling Green State University, Presenter
Colin Lee, University of Calgary, Presenter
Frank A. Bosco, Jr., Virginia Commonwealth University, Presenter
Piers Steel, University of Calgary, Presenter

Submitter: Jasmine Y. Khosravi, jykhosravi@gmail.com

337. Panel Discussion: 3:00PM-4:20PM  Asia 5
Getting Started as a New Teacher in I-O and OB/HR
This session will present tips and suggestions for those new to teaching, including graduate students, adjuncts, and assistant professors, from a panel of award-winning teachers. Topics will include managing your first class, incorporating innovative teaching methods, and ensuring student learning. Panelists will also field audience questions.

see pp. 8-9 for more information
338-1 Volunteers Volunteer to Become Engaged at Work
Volunteering serves the community, but does it serve work organizations? This study examines the effects of volunteering on work engagement. Those who do volunteer are more engaged at work. In addition, the meaningfulness of the volunteer activity increases engagement depending on the nature of the volunteer work.

Rebekka L. Erks, University of Nebraska-Omaha
Joseph A. Allen, University of Nebraska-Omaha
Lynn K. Harland, SPHR/University of Nebraska-Omaha
Submitter: Rebekka L. Erks, rerks@unomaha.edu

338-2 Family Relationships, Coordination, and NCAA Basketball Team Performance
Antinepotism policies are often based on negative perceptions of family relationships in the workplace. This study challenges antinepotism policies and examines whether team performance is affected by familial relationships. As expected, results suggest family members coordinate more effectively and positively contribute to team performance.

Erick Briggs, Saint Louis University
Robert G. Jones, Missouri State University
Michele D. Smith, Missouri State University
Louis L. Oberdiear, Missouri State University
Submitter: Erick Briggs, briggsep@slu.edu

338-3 Team Roles and Role Triggers in Long Duration Exploration Missions
As NASA pushes forward towards longer duration missions (e.g. Mars) it is important to reassess the previously developed LDEM team role taxonomy. This study uses thematic analysis of interviews with LDEM SMEs to investigate whether their accounts of team functioning within longer duration missions align with the aforementioned taxonomy.

Douglas Monsky, University of Central Florida
Christina N. Lacerenza, Rice University
Ryan Howell, University of Central Florida
C. Shawn Burke, University of Central Florida
Eduardo Salas, Rice University
Submitter: Douglas Monsky, douglasmonsky@gmail.com

338-4 Unobtrusive Measurement of Team Resilience Using Computer-Aided Text Analysis
To assess team resilience unobtrusively, authors examined conversation transcripts of 79 teams engaged in a laboratory team task using computer-aided textual analysis. A team resilience dictionary predicted team performance beyond observer or team member self-ratings. Results suggest measurement of team states/processes can be unobtrusive, scalable, and valid.

Christopher P. Cerasoli, Group for Organizational Effectiveness
George M. Alliger, Group for Organizational Effectiveness
Scott I. Tannenbaum, Group for Organizational Effectiveness
John E. Mathieu, University of Connecticut
Submitter: Christopher P. Cerasoli, chris.cerasoli@groupoe.com

338-5 Portrayed Competence and Cohesion in Virtual MTS Assembly
Authors investigate how a team's initial portrayal of competence in an online profile impacts the development of cohesion within the team and larger MTS. Whereas portrayed competence is beneficial for MTS cohesion, too much portrayed competence is detrimental for team cohesion.

Benjamin R. Jones, Georgia Institute of Technology
Raquel Asencio, Purdue University
Leslie A. DeChurch, Northwestern University
Submitter: Benjamin R. Jones, benjaminrjones92@gmail.com

338-6 Predicting Employee Green Behavior Using the Theory of Planned Behavior
As organizations attempt to go green, the need to be able to measure and predict employee green behavior (EGB) becomes increasingly important. This study utilizes the theory of planned behavior (TPB) to predict the overarching construct of EGB. Results support the TPB-driven hypotheses for predicting EGB.

Erin Delle, University of West Florida
Kristina N. Bauer, Illinois Institute of Technology
Susan Waltch, University of West Florida
Submitter: Kristina N. Bauer, kbauer1013@gmail.com

338-7 The Relevance of Climate in Teamwork: A Mediation Study
The mediating role of team participative safety climate in the relationship between team-efficacy and team attitudes (satisfaction and future team attitude) was examined. Results indicated that team participative safety climate fully mediated the relationship between team efficacy and team satisfaction but partially mediated the team-efficacy and future team attitude relationship.

Rose Fonseca, University of Tulsa
Anupama Narayan, University of Tulsa
Submitter: Anupama Narayan, anupama-narayan@utulsa.edu

338-8 Media, Communication, and Trust: A Virtual Teams Conundrum
This study examined the ways in which degrees of virtual communication (i.e., “media richness”) affected task and socially oriented communication in virtual teams and their effects on team process and performance. High media richness and trust were each shown to mitigate the negative effects of virtuality on team communication and performance.

Scott A. Cassidy, University of Guelph
Harjinder Gill, University of Guelph
Submitter: Scott A. Cassidy, M.A., cassidys@uoguelph.ca

338-9 The Effects of Team Personality Composition on Individual Role Performance
This study examined team personality composition and individual role performance. Findings suggest team personality elevation and diversity exhibit a significant effect on individual role performance. Specifically, elevation in team conscientiousness positively predicted task role performance and diversity in team trait anger positively predicted social role performance.

Rusty Gillain, Central Michigan University
Bailey Schrock, Central Michigan University
Matthew S. Prewett, Central Michigan University
Submitter: Rusty Gillain, gilla1r@cmich.edu

338-10 Job Satisfaction and Voluntary Workplace Green Behavior: A Cross-Level Model
Authors investigated the relationships among job satisfaction, voluntary workplace green behavior (VWGB), and group gender composition. Job satisfaction promotes VWGB, which is more salient in groups with more women. Also, VWGB does not yield job satisfaction, but this relationship occurs in groups with less women.

Andrea Kim, Sungkyunkwan University
Youngsang Kim, Chinese University of Hong Kong
Kyongji Han, Baylor University
Submitter: Andrea Kim, vivahr.andy@gmail.com

338-11 Defeating Ourselves: Effects of Initial Team Expectations on Performance
In a study of 108 teams, this research demonstrates that initial team performance expectations, formed even before members are very familiar with their task or member capabilities, influence subsequent performance via risk-taking behavior. The tendency for low-expectation teams to fall into this “risk-taking trap” is mitigated by their information processing motivation.

Dustin J. Sleesman, University of Delaware
John R. Hollenbeck, Michigan State University
Mathias Spitzmuller, Queen’s University
Maartje E. Schouten, Michigan State University
Submitter: Dustin J. Sleesman, sleesman@udel.edu
338-12 Toward a Theory of Antecedents, Correlates, and Outcomes of Cohesion
Cohesion is among the most researched factors in the team literature, but less attention has been focused on understanding the variables that predict, covary, or are outcomes of cohesion. Authors reviewed research across diverse literatures and outlined a framework specifying factors posited to influence cohesion and identified outcomes of cohesion.
Armando X. Estrada, Department of Defense
Jamie B. Severt, Fors Marsh Group
Miliani Jimenez-Rodriguez, U.S. Army Research Institute
Gerald F. Goodwin, U.S. Army Research Institute
Submitter: Jamie B. Severt, jssevert@forsmarshgroup.com

338-13 Patient Identity: Construct Conceptualization and Preliminary Empirical Findings
Transference has historically been regarded by clinicians as deleterious for patient treatment. The shift to value-based compensation systems in organized medicine, however, compels new provider competencies enabling team-based, coordinated care delivery. This paper reports on a newly developed self-report instrument for assessing a health provider’s patient identity.
Matthew J. Kerry, Federal Institute of Technology (ETH-Zurich)
Submitter: Matthew J. Kerry, mkerry@gmail.com

338-14 Interactive Effects of Person–Group Fit on Leaving Intentions and Creativity
This study investigates the relationship of 2 types of perceived person–group (P–G) fit on turnover intention and creativity. Using survey data from a public-sector firm, the study found different interactive relationships between supplementary fit on values and complementary fit on abilities with the 2 outcomes.
Jee Young Seong, Chonbuk National University
Amy L. Kristof-Brown, University of Iowa
Doo-Seung Hong, Seoul National University
Submitter: Jee Young Seong, sjlyk@gmail.com

338-15 Building Blocks of Shared Leadership: Compositional Traits and Computational Specialties
Research examines the compositional (i.e., member functional differences) and compositional (i.e., mean member core self-evaluation [CSE]) factors promoting the development of shared leadership networks in teams. Positive relationships are hypothesized and found for team-level CSE but suggest a cooperative climate is necessary for functional diversity.
Lauren D’Innocenzo, Drexel University
Michael R. Kuklenberger, University of New Hampshire
Submitter: Lauren D’Innocenzo, lauren.d.innocenzo@drexel.edu

338-16 Competencies in Multidisciplinary Research Teams: A Systematic Review
As multidisciplinary collaborations of science teams become more common, it is important to understand the core knowledge, skills, and attitudes needed for team members and team leaders. This study employs a literature review to identify several core competencies. Results indicated 12 core competencies that were extracted from the literature.
Christina N. Lacerenza, Rice University
Melanie Johnson, Rice University
Denise L. Reyes, Rice University
Amanda L. Woods, Rice University
Eduardo Salas, Rice University
Submitter: Christina N. Lacerenza, clacerenza@gmail.com

338-17 Surviving Group Politics With Political Skill: Leader–Member Exchange as Mediator
Based on the conservation of resource theory, authors proposed and tested a moderated mediation model using data from 91 supervisors and 430 employees. Specifically, authors confirmed employees’ leader–member exchange mediated the positive relationship between political skill and performance. Furthermore, group politics perception, as the first-stage moderator, strengthened the indirect effect.
Mairheba Maimaiti, Guanghua School of Management
Ye Li, Peking University
Hui Wang, Peking University
Submitter: Mairheba Maimaiti, marhaba1027@126.com

338-18 Examining Complementary Versus Supplementary Fit of Team Roles
This study examined how team members' role behaviors affect team performance by examining potential supplementary and complementary fit in teams (n = 45). Findings indicate that teams with more fulfilled roles significantly correlated with task performance (r = 0.38, p < 0.05). Furthermore, means cores for individual roles positively correlated with performance.
Todd Pfenninger, AlixPartners
Bailey Schrock, Central Michigan University
Eleanor Lovering, Central Michigan University
Rusty Gillilan, Central Michigan University
Matthew S. Prewett, Central Michigan University
Christian Taylor, Central Michigan University
Submitter: Bailey Schrock, baileyschrock@gmail.com

338-19 Team Trust and Team Performance: A Meta-Analysis
A meta-analysis of 84 studies of the team trust–performance relationship was conducted. Included studies used real organizational and educational work teams and team-level measures. Results revealed a significant, moderate, positive relationship, which was moderated by team size, team tenure, team setting study age, and type of performance measure used.
Amy Morriissette, University of Oklahoma
Jennifer L. Kisamore, University of Oklahoma-Tulsa
Submitter: Jennifer L. Kisamore, jkisamore@ou.edu

338-20 A 10-Year Review of Methodological Foundation for Teams Research
This study systematically reviews research on teams from the past 10 years with the focus on internal, external, and construct validity. Future research directions and suggestions are made through the lens of the input-process-output (I-P-O) framework.
Kyle J. Page, Roosevelt University
Nicholas J. Gatto, Roosevelt University
Toshio Murase, Roosevelt University
Joseph B. Costa, Roosevelt University
Submitter: Joseph B. Costa, jcosta@mail.roosevelt.edu

338-21 Interdisciplinary Sensitivity in Interdisciplinary Science Teams Encouraging Learning and Communication
To achieve interdisciplinary, interdisciplinary teams must be able to integrate disparate disciplinary knowledge. Interdisciplinary sensitivity is an attitude of openness and willingness to work with other disciplines and can impact a team’s interdisciplinarity. This study explores the interplay between interdisciplinary sensitivity, interdisciplinary learning, and cross-disciplinary communication.
Kathryn Narciso, Georgia Institute of Technology
Leslie DeChurch, Northwestern University
Ruth Kanfer, Georgia Institute of Technology
Steve Zaccaro, George Mason University
Submitter: Kathryn Narciso, katnarciso@gmail.com

338-22 CEOs and Socially Responsible Corporate Behavior: A Meta-Analytic Examination
A meta-analysis of 148 studies covering samples from 20 different countries reveal that certain CEO values, leader styles, and demographic characteristics do matter for socially responsible corporate behavior.
Sibel Ozgen Novelli, Florida International University
Submitter: Sibel Ozgen Novelli, sozgenno@fiu.edu

338-23 Faultlines and Decision-Making Structure in Teams Over Time
Very little research on faultlines has considered the relationship between faultlines and other structural characteristics of teams. This study explores the bidirectional nature of faultlines and decentralized decision-making structure using across-lagged model. Moreover, faultlines and decentralized decision-making structure are investigated as important factors influencing performance.
338-24 Conflict Management and Turnover Intention: Multilevel Curvilinear Model
Authors examined U-shaped curvilinear relationship between team-level conflict management and individual-level turnover intention by using ex- it-voice theory, bandwagon effect, and social loafing theory. The samples are collected from a manufacturing company with 331 team members from 48 teams, supporting the cross-level curvilinear hypothesis. It provides implications for human resource retention.
Cheol Young Kim, Seoul National University
Won-woo Park, Seoul National University
Hyun Sun Chung, Seoul National University
Submitter: Cheol Young Kim, cy0807.kim@gmail.com

338-25 S. Rains Wallace Dissertation Award: Power and Status in Groups
This study was conducted to clarify the main and joint effects of power and status differences on team outcomes, such as psychological safety, collective efficacy, and performance.
Jamie Perry, Cornell University
Submitter: Jamie Perry, jlp358@cornell.edu

338-26 Getting to the Core of Entrepreneurship
The relationship between core self-evaluation (CSE) and entrepreneurial status and success were considered using archival data. Predictions received mixed results with a 3-way interaction between CSE, socioeconomic background, and firm human resources. Unexpectedly, CSE’s relationship with entrepreneurial status was stronger among people from lower socioeconomic backgrounds.
Alexander E. Gloss, North Carolina State University
Jeffrey M. Pollack, North Carolina State University
M.K. Ward, North Carolina State University
Submitter: Alexander E. Gloss, agloss@ncsu.edu

338-27 Volunteer Perceptions of Upward and Downward Communication Facilitate Organizational Commitment
Volunteers who receive greater upward communication (i.e., perception of voice) and downward communication were more likely to experience higher engagement and organizational commitment. These relationships became stronger as volunteers received more training, highlighting that organizations may use communication and training as ways to generate social exchange relationships with their volunteers.
Kelly A. Prange, University of Nebraska-Omaha
Sheridan B. Trent, University of Nebraska-Omaha
Joseph A. Allen, University of Nebraska-Omaha
Submitter: Kelly A. Prange, kprange@unomaha.edu

338-28 The Origins and Consequences of Individual Team Ambivalence
Origins and consequences of team ambivalence, an individual’s state of tension in which positive and negative feelings toward one’s team exist simultaneously, are explored. The study of 22 teams of a construction company suggests that 2 distinct patterns of team member relationships foster team ambivalence, compromising individuals’ team commitment.
Jung Won Lee, HEC Paris
Mathis Schulte, HEC Paris
Submitter: Jung Won Lee, jung-won.lee@hec.edu

338-29 Challenges and New Directions in Examining Team Cohesion Over Time
Team cohesion is reviewed as it has been defined and relate it to common team lifespan taxonomies. Obstacles in measuring team cohesion over time are reviewed from both a theoretical and practical standpoint. Afterward, contributions for overcoming these obstacles and directions for moving forward are provided.
Caitlin E. McClurg, University of Akron
Alexandra D. Petruzzelli, University of Akron
Submitter: Caitlin E. McClurg, cem119@zips.uakron.edu

338-30 Games at Work: Predictors of Team Performance in Interdependent Games
Relationships among team motivation, communication skills, knowledge sharing, and team performance were studied in an immersive ad-hoc team context. Findings indicated that when knowledge sharing is low, team motivation is a strong predictor of team performance; however, when knowledge sharing is high, team motivation is less relevant to performance.
Sylvia Luu, University of Tulsa
Chris Jordan Thomas, University of Tulsa
Jacqueline Boggs, University of Tulsa
Anupama Narayan, University of Tulsa
Submitter: Sylvia Luu, sylvia.luu.3@gmail.com

338-31 Team Mental Models and Goal Orientations in Predicting Creative Performance
The authors examined the effectiveness of different team mental model configurations, similar, complementary, and dissimilar, for managing the effects of team mental models on team performance. Similar team mental models and learning-performance goal orientation had the highest performance.
Andra Toader, University of Konstanz
Submitter: Andra Toader, andra.theodor@yahoo.com

338-32 Mapping Predictors of Team Effectiveness in an Airline Simulation
This study was conducted to map the predictors of team effectiveness. Team behavior and cognitive states are assessed as predictors of team effectiveness with team behaviors examined for mediation. Differential predictors for routine and nonroutine performance are examined.
Megan Wertheimer, Middle Tennessee State University
Glenn E. Littlepage, Middle Tennessee State University
Submitter: Glenn E. Littlepage, Glenn.Littlepage@mtsu.edu

338-33 Trust, Empowerment, and Psychological Safety: Longitudinal Study of Effective Teams
More research is needed on how teams function, perform, and evolve over time. Using a growth curve model, this study examined how propensity to trust, collective orientation, team empowerment, and psychological safety related to team effectiveness over time. Results showed that trust was important in achieving positive team outcomes.
Kyi Phyu Nyein, Florida Institute of Technology
Allyson D. Pagan, Florida Institute of Technology
Shelby-Jo Ponto, Florida Institute of Technology
Zhiqing E. Zhou, Florida Institute of Technology
Jessica L. Wildman, Florida Institute of Technology
Submitter: Kyi Phyu Nyein, lucky.kpn@gmail.com

339. Panel Discussion: 3:00PM-4:20PM N. Hemisphere A1
Looking Beyond Validity to Ensure Assessment Success
The successful implementation and sustainability of an assessment program is determined not only by the validity of an assessment but a number of other factors. Practitioners from 5 organizations will share their insights, perspectives, and experiences in how to successfully address these factors.
Jane Wu, IBM, Chair
Heather Graham, Burlington Northern Santa Fe Railway, Panelist
Erica L. Hauck, Frito-Lay North America, Panelist
Amanda Klubzuba, IBM, Panelist
Jacqueline A. Sahm, Hogan Assessments, Panelist
Jill Mowry Strange, Infot, Panelist
Evan R. Theys, Google, Panelist
Submitter: Jane Wu, jane.y.wu00@gmail.com
340. Symposium/Forum: 3:00PM-4:20PM  N. Hemisphere A3
The Aging Workforce and Sustainable Workplace Around the World

Countries worldwide are facing unique challenges with regard to aging workforces and methods for promoting successful aging at work. The current symposium contains cross-cultural aging research on job attitudes, work ability, job design, and leadership, and addresses policy implications for different countries.

Lisa Marchiondo, University of New Mexico, Co-Chair
Shan Ran, Wayne State University, Co-Chair
Barbara A. Fritzschke, University of Central Florida, Justin Marcus, Ohio State University, Fatma Seygili, Istanbul University, Ferry Fleurmond, University of Central Florida. Implications for Turkey's Aging Workforce

Grant Brady, Portland State University; Donald M. Truxillo, Portland State University; David Cadiz, Portland State University; Jennifer R. Rineer, RTI International. Cross-Cultural Comparison of the Antecedents and Outcomes of Work Ability

Yisheng Peng, Bowling Green State University; Zhongjun Wang, Central China Normal University; Steve M. Jex, Bowling Green State University. Designing Jobs to Encourage Older Workers' Knowledge Transfer

Greg R. Thrasher, Wayne State University, Shan Ran, Wayne State University. Cultural Values Moderate the Relationships Between Age and Leadership Behaviors

Margaret Beier, Rice University, Discussant
Submitter: Shan Ran, rochelleran@gmail.com

341. Panel Discussion: 3:00PM-4:20PM  N. Hemisphere A4
Competency Models: Develop, Socialize, Sustain

Identifying the best approach to conduct a competency modeling effort requires multiple considerations to ensure you have the right context, culture, and fit. In this session a panel of experienced practitioners will discuss best practices and POVs regarding job/competency analysis approaches taken for a variety of applications.

Anne-Sophie Deprez-Sims, APTMetrics, Inc., Co-Chair
Kevin B. Tamanyan, DDI, Co-Chair
Carol Jenkins, Assess Systems, Panelist
Lisa Malley, DDI, Panelist
Ren Ngren, Walmart Stores Inc., Panelist
Christine R. Schu, CEB, Panelist
James C. Sharif, Employment Risk Advisors, Inc., Panelist
Submitter: Anne-Sophie Deprez-Sims, annesophiedeprez@hotmail.com

342. Alternative Session Type with presenters:
3:00PM-4:20PM  N. Hemisphere E2
Entrepreneurial Innovation: I-O Psychologists Experimenting in Organizations

Six panelists will share their experiences leveraging experiments, using design thinking, and borrowing from the lean startup literature to drive innovation within their organizations. This alternative style session will include a panel discussion and live demonstration/experience allowing the audience to participate in designing an entrepreneurial innovation experiment.

Tiffany R. Poeppelman, LinkedIn, Chair
David L. Winsborough, Hogan Assessments, Discussant
Jürgen Bank, BTS, Presenter
Melissa M Harrell, Google, Presenter
Dan Heasman, The Rise Group, Presenter
C. Brooke Orr, The Coca-Cola Company, Presenter
Submitter: Tiffany R. Poeppelman, tiffanyrpoep@hotmail.com

343. Symposium/Forum: 3:00PM-4:20PM  N. Hemisphere E3
Continuing to Broaden the Scope of IRT in Organizational Research

IRT continues to grow in interest in organizational research. This symposium deepens the understanding of IRT by highlighting how IRT methods can be employed to aid in the study of a diverse range of issues relevant to organizational researchers.

Dev K. Dalal, University at Albany, SUNY, Co-Chair
Cavan J. Gray, University of Georgia, Co-Chair
Q. Chelsea Song, University of Illinois at Urbana-Champaign, Yaowu Liu, Purdue University, Louis Tay, Purdue University. IRT Item Parameter Recovery: 1PL, 2PL, 3PL, GRM

Yi Fan, University of Georgia, Li Guan, University of Georgia, Nathan T. Carter, University of Georgia. A Method for Assessing the Unidimensionality of Unfolding Response Data

Cavan J. Gray, University of Georgia, Gary J. Lautenschlager, University of Georgia, Nathan T. Carter, University of Georgia. Improving Measurement Precision in Organizational Research

Rachel T. King, DDI, Michael J. Zickar, Bowling Green State University. Using MM-IRT-C to Explore Depression and Preemployment Personality Tests

Alan D. Mead, Talent Algorithms Inc, Discussant
Submitter: Cavan J. Gray, cgray@uga.edu

344. Symposium/Forum: 3:00PM-4:20PM  N. Hemisphere E4
Don't Trust the B: Bisexual Stigma in Modern Organizations

Despite a societal move towards acceptance of LGBT individuals, little organizational research has focused on bisexual employees specifically. As such, the proposed symposium aims to provide initial insights into the unique experiences and challenges of managing a bisexual identity at work and seeks to stimulate an influx of new research.

Kristen P. Jones, University of Memphis, Co-Chair
David F. Arena, Jr., University of Memphis, Co-Chair
Jill Bradley, University of Colorado Colorado Springs, Kimberly Seck, University of Colorado Colorado Springs. Perceptions of Bisexual Employees within the Mixed Stereotype Content Model

Christopher T. Austin, Washington State University, Tahira M. Probst, Washington State University Vancouver. Job Insecurity & Health: The Moderating Role of Sexual Orientation

Aspen J. Robinson, University of Georgia, Lindsay Brown, University of Georgia, Robert Sleight, University of Georgia, Kecia M. Thomas, University of Georgia. LGBTQ Experiences in Healthcare: How Sexual Identity Matters

David F. Arena, Jr., University of Memphis, Kristen P. Jones, University of Memphis. Perceptions of Bisexuality Disclosure in Job Applications

Leslie Ashburn-Nardo, Indiana University-Purdue University Indianapolis. Discussant
Submitter: David F. Arena, Jr., davefarena@gmail.com

345. Master Tutorial: 3:00PM-4:20PM  S. Hemisphere I
Data Visualization With R

The computer language R offers powerful methods to communicate research results. This session will offer a tutorial to prepare data, create publication-ready data visualizations, and to publish results on interactive websites. Bring your laptop (optional) for this interactive session and download session materials here: http://bit.ly/SIOP_MasterTutorial

Adam S. Beatty, Human Resources Research Organization, Presenter
Jeff A. Jones, Korn Ferry, Presenter
Alexander R. Schwall, DDI, Presenter
Submitter: Alexander R. Schwall, alexander.schwall@gmail.com

346. Symposium/Forum: 3:00PM-4:20PM  S. Hemisphere II
Development and Scoring of Construct-Focused Situational Judgment Tests

Researchers and practitioners are becoming increasingly interested in developing situational judgment tests (SJT), which are typically created to simply mirror the performance domain, to assess specific constructs. This symposium considers how theoretical approaches to SJT design enable the application of existing or innovative scoring approaches.

Julia Golubovich, Educational Testing Service, Co-Chair
Cristina Anguiano-Carrasco, Educational Testing Service, Co-Chair
Winfred Arthur, Jr., Texas A&M University. Construct-Laden Situational Judgment Tests of Personality Traits: Inconuity or Folly?

Julia Golubovich, Educational Testing Service, Christopher J. Lake, Kansas State University, Cristina Anguiano-Carrasco, Educational Testing Service. A Comparison of Theoretic Keys for an Achievement SJT


James A. Grand, University of Maryland, Benjamin R. Levine, University of Pennsylvania. Discussant
Submitter: Julia Golubovich, jgolubovich@ets.org
Maryland, Preliminary Evidence for a Cognitive Processing Model of SJT Responding
Neal W. Schmitt, Michigan State University, Discussant
Submitter: Juliya Golubovich, jgolubovich@gmail.com

347. Panel Discussion: 3:00PM-4:20PM S. Hemisphere III
Focusing in on Driving Action in a Shifting Survey Landscape
The 2016 SIOP conference was buzzing around the many new and exciting possibilities for gathering data in organizations, but it is important to remember that the purpose of doing so is ultimately to inform action. This panel will explore the implications for driving action across varying methodologies of collecting data.
Lindsey M. Kotrba, Denison Consulting, Chair
Justin G. Black, Glint, Panelist
Daniel R. Denison, International Institute for Management Development, Panelist
James K. Harter, The Gallup Organization, Panelist
Michael Papay, Waggl, Panelist
Submitter: Lindsey M. Kotrba, lkotrba@denisonculture.com

348. Panel Discussion: 3:00PM-4:20PM S. Hemisphere IV
Annual EEOC/OFCCP Practitioner Update
The last few years have brought significant change in regulations impacting disability status, veterans, the LGBT population, selection, and pay equity issues. This presentation will update the SIOP community on the impact of new regulations, current EEOC and OFCCP enforcement trends, and potential implications of the U.S. presidential election.
Joanna L. Colosimo, DCI Consulting Group, Inc., Chair
Mike G. Aamodt, DCI Consulting Group, Inc., Panelist
Julia Bayless, Capital One, Panelist
David B. Schmidt, DDI, Panelist
Elizabeth Bradley, Fortney & Scott, LLC, Panelist
Nick Armstrong, Capital One, Panelist
Submitter: Joanna L. Colosimo, JColosimo@dciconsult.com

349. Panel Discussion: 3:00PM-4:20PM S. Hemisphere V
Married... With Children: Strategies for Surviving Grad School With Family
This session will present practical advice to I-O graduate students with spouses, partners, and/or children on how to manage the demands of graduate school while maintaining healthy family relationships at home. Panelists will share insights and strategies based on their personal experiences and expertise on work–life balance.
Temitayo Lawal, City of Dallas, Co-Chair
Angela R. Grotto, Manhattan College, Co-Chair
Submitter: Angela R. Grotto, angela.grotto@manhattan.edu

350. Special Events: 4:30PM-5:30PM Pacific BC
Closing Plenary
Fred Oswald, Rice University, Chair
Stanley G. Love, NASA Astronaut, Keynote Speaker
Submitter: Fred Oswald, foswald@rice.edu

Explore New Frontiers at the Closing Plenary!
Not only will Dr. Fred Oswald lay out his vision for SIOP, but Dr. Stan Love, astronaut and crew representative for the NASA Space Launch System, will discuss the future of space exploration.
Don’t miss it!
Saturday 4:30PM-5:30PM in Pacific BC

Havana Nights
End the conference on a high note at the closing reception!
Join your friends and colleagues for this Cuban-themed extravaganza. Feast on tasty Cuban cuisine while the Coco Loco band plays your favorite Latin and Calypso tunes!

6:00 PM to 8:00 PM N. Hemisphere BD
Digital Assessments by HireVue provide powerful, predictive assessments in a single video interview.

Backed by IO Psychology, data science and machine learning, digital assessments by HireVue provide predictive insights tied to real performance data in a candidate friendly experience. HireVue’s video intelligence for talent decisions provides a consistent and positive experience for candidates and predictive assessments for business and talent leaders.

hirevue.com/solutions/digital-assessment
Thursday – April 27, 2017
12:00 PM – Program ID-036
Workplace Automation
and the Future of IO Psychology
5:00 PM – Northern Hemisphere A4
Evolution vs Revolution: Adapting Performance Management for Today and Tomorrow

Friday – April 28, 2017
10:00 AM – Program ID-137
Making Better Business Decisions?
Risks and Rewards in Big Data
3:00 PM – ProgramID-196
Opportunities and Challenges in Electronic Human Resource Management
4:30 PM – ProgramID-221
Invited Session: SIOP Shaken & Stirred

Saturday – April 29, 2017
8:00 AM – ProgramID-243
Next Generation Assessment – The State of Innovations in Selection Science
## TOPIC INDEX

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

### Careers/Mentoring/Socialization/Onboarding/Retirement

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| 289 | Revenge, Heart Problems, and Drugs: Consequences of Workplace Mistreatment, S. Hemisphere II, 11:30AM |
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| 313-2 | Volunteer Incivility and Burnout: Resilience Only Gets You So Far, Atlantic BC, 1:00PM |
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| 210-9 | Does Erraticism Predict Voluntary Turnover? Multinational Corporation’s 10-Year Longitudinal Study, Atlantic BC, 4:00PM |
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32nd Annual Conference

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

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<td>Two-Week Study of Goal Setting on Sleep Behaviors, Atlantic BC, 8:30AM</td>
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<td>Work–Health Conflict: Daily Fluctuations in Workers With Chronic Pain, Atlantic BC, 8:30AM</td>
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<td>210-25</td>
<td>Evidence for an Inverse-U Relationship Between Hazards and Adverse Outcomes, Atlantic BC, 8:30AM</td>
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<td>210-26</td>
<td>Understanding the Connection Between Health Climate Perceptions and Employee Health, Atlantic BC, 8:30AM</td>
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<td>Situational Awareness and Safety Performance: A Structural Equations Model, Atlantic BC, 8:30AM</td>
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<td>Revisiting the Curvilinear Relationship Between Job Insecurity and Job Performance, Atlantic BC, 8:30AM</td>
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<td>210-32</td>
<td>Examining the Workplace Subjective Well-Being Circumplex and Negative Affectivity, Atlantic BC, 8:30AM</td>
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<td>The “Dark Side” of Mindfulness in the Workplace, Atlantic BC, 8:30AM</td>
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<td>210-34</td>
<td>An Episodic Examination of Workplace Breaks and Self-Regulatory Resource Restoration, Atlantic BC, 8:30AM</td>
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<td>210-35</td>
<td>Mindfulness and Employee Outcomes: Examining Intervention Effects, Asia 3, 10:00AM</td>
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<td>210-36</td>
<td>Employment Stress and Financial Hardship: Implications for Occupational Health, Australia 3, 12:30PM</td>
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<td>305</td>
<td>Perspectives on Workplace Age Discrimination: Prevalence, Processes, and Outcomes, N. Hemisphere E2, 12:30PM</td>
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<td>The Aging Workforce and Sustainable Workplace Around the World, N. Hemisphere A3, 3:00PM</td>
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29 New Developments in Work Ethic Research: Antecedents, Impact, and Distinctiveness. Asia 2, 12:00PM
37 New Directions for Vocational Interest Research in Organizations. N. Hemisphere E1, 12:00PM
40 Determinants of Proactive Personality and Work: A Meta-Analytic Approach. N. Hemisphere E4, 12:00PM
87-1 Distortion in the Job Application: Finding Fakers Using Response Validity. Atlantic BC, 4:30PM
87-3 Determinants of Autonomous Learning Using Investment Theories of Adult Intelligence. Atlantic BC, 4:30PM
87-4 Predicting and Explaining Leader Performance With Personality Trait Interactions. Atlantic BC, 4:30PM
87-5 An Ideal Point for Performance: Revisiting Curvilinear Relationships of Personality. Atlantic BC, 4:30PM
88 Psychological Entitlement and Unethical Decision Making: An Investigation of Moral Disengagement as Mediator. Atlantic BC, 4:30PM
112-1 Derailers Versus Personality Disorders: What Are the Differences?. Atlantic BC, 4:30PM
112-7 Predicting Personality with Social Media Behavior: A Meta-analysis. Atlantic BC, 4:30PM
112-14 Explaining Face Validity Perceptions of Two Trait Measures. Atlantic BC, 4:30PM
112-15 Capturing Dark Traits and Relational Effectiveness in Assessment Centers. Atlantic BC, 4:30PM
112-17 Personality and Work Values: An Argument for Joint Use. Atlantic BC, 4:30PM
112-19 Development of the United States Air Force’s Self-Description Inventory. Atlantic BC, 4:30PM
112-26 Interest in Academic Leadership and P–E Fit of Agency/Communal Characteristics. Atlantic BC, 4:30PM
112-30 Agreeableness and the Relationship Between Person–Organization Fit and OCB. Atlantic BC, 4:30PM
112-33 The Personality Traits of the Big Five Inventory. Atlantic BC, 4:30PM
112-37 Personality Variability Predicts Information Sharing: A Large-Scale Field Study. Atlantic BC, 4:30PM
112-38 The Role of Workplace Popularity: Dispositional Influences and Performance-Related Outcomes. Atlantic BC, 4:30PM
112-102 The Role of Measurement Bias in the Stability of Personality Ratings. N. Hemisphere CD, 6:00PM
114 Would I Lie To You? Applicant Faking Behavior and Motivation. Asia 1, 8:00AM
115 The Hungry Mind: Why Companies Hire and Promote for Curiosity. N. Hemisphere A4, 8:00AM
115 Leading and Managing Employees With Toxic Selves in Modern Workplace. Asia 2, 11:30AM
115 Identifying Grit in Existing Personality and Other Individual Differences Taxonomies. Americas Seminar Room, 1:00PM
115 New Advances in Research on the Validity of Vocational Interests. Asia 2, 1:00PM
117 Best Practices in Personality-Oriented Job Analysis. N. Hemisphere E4, 1:00PM
117 The Dark Side of Personality: Risks and Benefits in Organizations. N. Hemisphere E4, 4:00PM
114-28 Don’t Take Quotes or Personality Assessment Validities Out of Context. Atlantic BC, 8:00AM
115-25 Recent Advancements in Personality Assessment and Validation: Beyond Self-Reports. Americas Seminar Room, 10:00AM
115-27 Dark Personality as a Causal System: A Network Approach. Atlantic BC, 11:00AM
115-28 A Meta-Analysis of the Dark Triad and Emotional Intelligence. Atlantic BC, 11:00AM
115-29 Attachment and Deviance: A Moderated Mediation of Support and Justice. Atlantic BC, 11:00AM
115-34 Half Empty, Half Full: Uncovering Optimism and Pessimism. Atlantic BC, 11:00AM
115-48 Individual Differences in the NBA: Are There Position-Specific Personality Traits?. Atlantic BC, 11:00AM
115-58 Consequences of Misfit: Effects of Personality-Based Fit on Psychological Strain. Atlantic BC, 11:00AM
115-68 Score Differences Between Employed and Unemployed Participants on Frame-of-Reference Scales. Atlantic BC, 11:00AM
115-78 Other Ratings of Leader Personality: A View From the Hill. Atlantic BC, 11:00AM
115-81 The Dark Tetrad and Student Counterproductivity. Atlantic BC, 11:00AM
115-85 Meta-Analytic Evidence That Conscientiousness’s Validity Is Stable Over Time. Atlantic BC, 11:00AM
115-91 Consideration of Future Consequence and Performance: A Trait Activation Perspective. Atlantic BC, 11:00AM
115-97 Is Fellow Narcissism Toxic? The Role of Implicit Fellowshippers. Atlantic BC, 11:00AM
115-103 Beyond Cognitive Ability: Using Personality to Predict Student Retention. Atlantic BC, 11:00AM
115-107 Zeroth-Order Predictor of Tenant Behavior. Atlantic BC, 11:00AM
115-114 Mediation of Psychological Capital Between Social Courage and Work Outcomes. Atlantic BC, 11:00AM
115-118 Where Do You Sit? Effects of Gender, Personality, and Motivation. Atlantic BC, 11:00AM
117 Core Self-Evaluations as Person-Related Resource for Motivation and Health. Atlantic BC, 11:00AM
117 Exploring Variation in Workplace Impression Management: A Policy-Capturing Approach. Atlantic BC, 11:00AM
117 Personality and Union Attitudes: Sociopolitical Attitudes as a Mediator. Atlantic BC, 11:00AM
117 The Personality Inventory for the DSM-V and Counterproductive Work Behaviors. Atlantic BC, 11:00AM
117 Beyond Big Five and GPA: Bifactor Models of Student Performance. Atlantic BC, 11:00AM
117-28 Measurement Invariance Between English and Japanese Big Five Measures. Atlantic BC, 11:00AM
117-29 Cooperative or Compete?: Knowledge Sharing Dilemmas. Atlantic BC, 11:00AM
117-32 Fully Contextualized, Frequency-Based Measures: A New Standard for Personality Assessment?. Atlantic BC, 11:00AM
117-35 Improving Prediction Through Personality and Categorization. Atlantic BC, 11:00AM
117-38 Evidence for the Type A Behavior Subcomponents Into the Five-Factor Model. Atlantic BC, 11:00AM
117-42 Subjective Well-Being and Emotional Intelligence: An Incremental Validity Meta-Analysis. Atlantic BC, 11:00AM
117-43 Integrating Type-A Behavior Subcomponents Into the Five-Factor Model. Atlantic BC, 11:00AM
117-48 A Latent Profile Analysis of Promotion and Prevention Foci. Atlantic BC, 11:00AM
117-51 The Curvilinear Relationship Between 4 Self-Evaluation and Organizational Citizenship Behavior. Atlantic BC, 11:00AM
117-54 Curvilinear Relationship Between Proactive Personality and Job Performance. Atlantic BC, 11:00AM
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283 Using Personality Assessment to Predict Valued Outcomes in Healthcare, N. Hemisphere A3, 11:30AM
288 Maladaptation: Building the Nomological Net of Derailing Traits and Behaviors, N. Hemisphere E4, 11:30AM
288 Personality Dynamics at Work: Integrating Between-Person Stability and Within-Person Change, S. Hemisphere I, 11:30AM
303 Team-Level Interventions: Using Personality Data to Enhance Team Effectiveness, N. Hemisphere A4, 12:30PM

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

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

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

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

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

**Strategic HR/Utility/Changing Role of HR**

- The Co-Bots Are Coming: Is I-O Ready?, S. Hemisphere V, 10:30AM
- Up the Corporate Ladder: I-O Professionals in HR Leadership Roles, Americas Seminar Room, 12:00PM
- The Signals We Send: High Potential Status and Organizational Commitment, Atlantic BC, 3:30PM
- Employment Quality and Work-Related Needs: Role of Labor Market Intermediaries, Atlantic BC, 3:30PM
- A Classification Structure of Organizational Outcomes Using Big Data, Atlantic BC, 3:30PM
- Adoption of HRM Practices: A Study of Managerial Decision Making, Atlantic BC, 3:30PM
- Back to our Scientific Roots: Using Evidence-Based Practices, Pacific BC, 4:30PM
- Whole ‘Nother Ball Game? Talent Management in Sports Organizations, Asia 5, 5:00PM
- Talent Management Data Integration: Are You REALLY Doing It?, Asia 5, 12:30PM
- MTurk as Work (and Not Just a Recruitment Method), N. Hemisphere A2, 12:30PM
- Do You See What I See? Integrating Divergent Data Insights, Asia 3, 1:00PM

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

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

11 Truth About Assessment Development: What's Not Taught in Grad School, N. Hemisphere A2, 10:30AM
12 Employee Selection Decision Processes: Efficient, Fair, and Accurate, N. Hemisphere A3, 10:30AM
28 Putting Judging Situations Back In SJTs: New Evidence and Innovation, Asia 1, 1:00PM
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45-2 Using Personality-Based Profile Similarity Indices to Guide Selection Decisions, Atlantic BC, 12:30PM
45-3 Investigating the Combined Validity and Prevalence of Personnel Selection Tools, Atlantic BC, 12:30PM
45-4 The Physiology of Recruiter Fear and Bias in Applicant Screening, Atlantic BC, 12:30PM
5-5 Impact of Childhood and Adult Video Gaming on Flight Performance, Atlantic BC, 12:30PM
5-6 Faking Warnings: Less Effective Than You Think, Atlantic BC, 12:30PM
7-7 Development of an Empirically Based Short Form Personality Assessment, Atlantic BC, 12:30PM
45-8 The Ideal Employee Coefficient: Can Self-Presentation Predict Performance Beyond Traits?, Atlantic BC, 12:30PM
45-9 A Reexamination of Stereotype Threat in High-Stakes Testing, Atlantic BC, 12:30PM
45-10 An Eye-Tracking Study of Conditional Reasoning Personality Measures, Atlantic BC, 12:30PM
45-11 Does Conversation Change the First Impression in Employment Interview?, Atlantic BC, 12:30PM
45-12 Preemployment Assessment to Supplement Background Checks for Security Clearance Employees, Atlantic BC, 12:30PM
45-13 Automated Scoring of the Consequences Test Using Latent Semantic Analysis, Atlantic BC, 12:30PM
45-14 Effects of Cognitive Styles on Test Performance, Atlantic BC, 12:30PM
45-15 Are ESEM-Based Models More Appropriate for Studying Personality Faking?, Atlantic BC, 12:30PM
45-16 Should We Use LinkedIn as a Selection Tool?, Atlantic BC, 12:30PM
45-17 Transporting Situational Judgment Tests Internationally: A Tale of Two Countries, Atlantic BC, 12:30PM
45-18 Predicting Call Center Metrics: A Meta-Analytic Investigation of What Works, Atlantic BC, 12:30PM
45-19 Mobile Versus Desktop Assessments: Is There Really a Difference?, Atlantic BC, 12:30PM
45-21 Validation of a Faking-Resistant, Rapid Response Method Personality Assessment, Atlantic BC, 12:30PM
45-22 Family Income as a Moderator Between Personality and Performance, Atlantic BC, 12:30PM
45-23 Comparing Classical Test and Item Response Theories on Criterion Validity, Atlantic BC, 12:30PM
45-24 Retesting in Personnel Selection: The Impact of Test Reliability, Atlantic BC, 12:30PM
45-25 Impression Management in Interviews: Research Design With Tactics in Mind, Atlantic BC, 12:30PM
45-26 GPA's Validity and Subgroup Differences: International and Ivy League Samples, Atlantic BC, 12:30PM
45-27 It's Not Where You Come From: Impact of Contextual Variables, Atlantic BC, 12:30PM
45-28 Predicting Leadership Potential Using Self-Disclosure and Self-Concealment Assessments, Atlantic BC, 12:30PM
45-29 Do People From Unconventional Backgrounds Require Unconventional Selection?, Atlantic BC, 12:30PM
45-30 Effects of Indirect Range Restriction on Estimates of Predictive Bias, Atlantic BC, 12:30PM
45-31 Predicting Call Center Metrics: A Meta-Analytic Investigation of What Works, Atlantic BC, 12:30PM
45-32 The Use of Composites and Impact on Selected Individual Demographics, Atlantic BC, 12:30PM
45-33 Entering STEM Fields: Interests, Identity, Efficacy, and Influence From Others, Atlantic BC, 12:30PM
45-34 UEU Device-Type Score Differences: The Role of Working Memory, Atlantic BC, 12:30PM
5-7 Do Course Difficulty, Conscientiousness, and SES Explain Predicted Performance Differences?, Atlantic BC, 1:30PM
53-15 Cross-Validated Temperament Scale Validities Computed Using Profile Similarity Metrics, Atlantic BC, 1:30PM
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7 New Directions for Training Transfer Research, Asia 5, 10:30AM
50 Trends in Learning and Development Research and Practice, Asia 3, 1:00PM
261-8 Context-Dependent Accountability Strategies to Improve the Transfer of Training, Atlantic BC, 10:00AM
261-10 Creation of Training Self-Efficacy Scales and Analysis of the Construct, Atlantic BC, 10:00AM
261-14 Sustainment of Training: A Meta-Analytic Investigation of Work Environment Support, Atlantic BC, 10:00AM
261-15 Practice Difficulty and Task Exploration in an Active Learning Environment, Atlantic BC, 10:00AM
261-19 A Policy-Capturing Study of Preferences for Differing Training Cues, Atlantic BC, 10:00AM
261-21 Understanding Older Workers’ Decisions to Participate in Voluntary Training Opportunities, Atlantic BC, 10:00AM
261-22 A Meta-Analysis Comparing Face-to-Face, Online, and Hybrid Ethics Courses, Atlantic BC, 10:00AM
261-29 Improving Training Performance of Adult Trainees: Two Strategies, Atlantic BC, 10:00AM
261-30 Hiding Vegetables in Candy: Challenge Motivates Use of Effective Learning, Atlantic BC, 10:00AM
261-31 Strengths-Based Training as a Positive Organizational Psychology Intervention, Atlantic BC, 10:00AM

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

Swan First Floor

Swan 1  Swan Ballroom  Swan 7
Swan 2  Swan 5A  Swan 5B  Swan 8
Swan 3  Swan 6A  Swan 6B  Swan 9
Swan 4  Swan 10

Corridor A  Corridor B

Placement

Peacock 1  Peacock 2
Lark 1  Lark 2

Mock Interview Room

Convention Entrance

Open Houses

Osprey Terrace 1  Osprey 1  Osprey Terrace 2
Osprey 2  Macaw 1  Macaw 2
Parrot 1  Parrot 2
Ramp

32nd Annual Conference
Dolphin First Floor (lower level)
Dolphin Third Floor (Lobby Level)
Dolphin Fifth Floor

Networking Reception C & D
Closing Reception B, C, & D
Talent insights drive business results.

DeGarmo helps organizations identify the best talent in less time by leveraging superior assessments and predictive analytics. Our solutions provide the talent intelligence you need to make better selection decisions, support effective onboarding and coaching, and drive the development of your people. DeGarmo can provide real insights based on your organization’s competency model. Give us a few minutes to show you how DeGarmo’s assessment platform can bring your competency model to life.

COMPETENCY TALENT INSIGHTS

STRENGTHS

OPPORTUNITIES

MOTIVATORS

DETAILERS

Read case studies, attend webinars, and learn more about us at www.degarmo.com.

866-4DEGARMO
sales@degarmo.com
degarmo.com