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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
2017 Conference Chair
Michigan State University

Zack Horn
2017 Program Chair
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.



CITY OF ORLANDO

OFFICE OF MAYOR BUDDY DYER



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 biking, 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,

A handwritten signature in cursive script that reads "Buddy Dyer".

Buddy Dyer
Mayor

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TTS-Top Talent Solutions Inc.
University of Southern California
VHA National Center for Organization Development
Zibbli

Event Hours and Locations

All activities will be held in the Dolphin Hotel unless noted.

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)

Placement Center Open House	Internship Open House
Thursday: 10:00-11:00AM	Thursday: 12:00-2:00PM
Mockingbird (Swan Hotel)	Mockingbird (Swan Hotel)

CONTINENTAL BREAKFASTS, presented by CEB

Pacific A + Terrace

THURSDAY, FRIDAY, SATURDAY

7:30AM TO 8:30AM

COFFEE BREAKS

Atlantic BC

THURSDAY

10:00AM TO 10:30AM

3:00PM TO 3:30PM

FRIDAY, SATURDAY

9:30AM TO 10:00AM

2:30PM TO 3:00PM

CONCESSION LUNCHESES*

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

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

(note: *Invited* refers to the speaker being invited, all are welcome to attend)

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,



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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



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

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

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®, PHRi™ and SPHRi™ 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



The use of this seal confirms that this activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.

SHRM-CPSM/SHRM-SCPSM 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.



SIOP is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CPSM or SHRM-SCPSM.

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**

SIOP 2017 Conference and Program Committee Members

Daisy Chang, Conference Chair
Gavan O'Shea, Workshop Chair in Training
Scott Tonidandel, Past Program Chair
Lorin Mueller, Placement Co-Chair
Ronald Piccolo, Local Arrangements

Zack Horn, Program Chair
Mort McPhail, SIOP President
Kaleb Embaugh, Volunteer Coordinator
Tracey Rizzuto, Consortia Chair

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Tracy Kantrowitz, Incoming Program Chair
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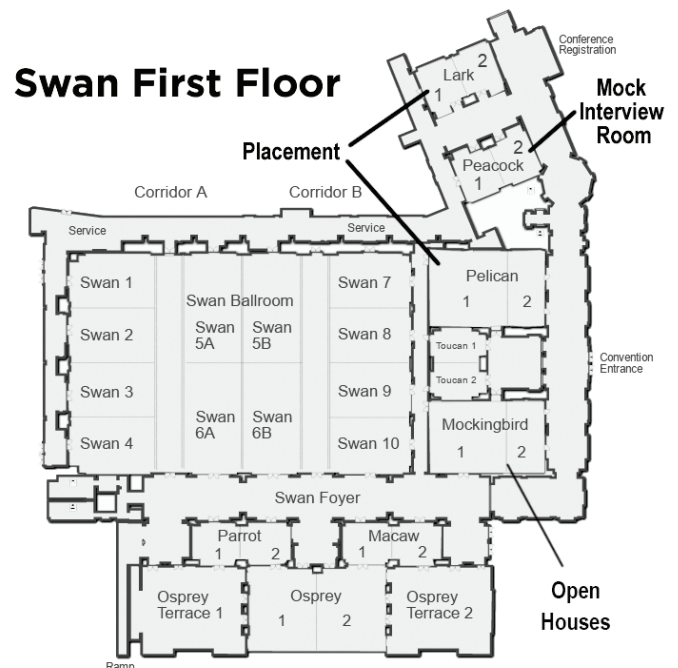
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Interview Room(s): Pelican 1 & 2

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- 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)



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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), Myia Williams
(Hofstra University)

April 27, 2017 from 1:30 PM to 2:50 PM, Room N,
Hemisphere E3

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 BQ

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 Ruggeberg,
Ph.D. (Aon Hewitt), Peter Rutigliano, Ph.D. (Mercer |
Sirota), Comila Shahani-Denning, Ph.D. (Hofstra University)

April 28, 2017 from 5:00 PM to 5:50 PM, Room S,
Hemisphere II

LIMITS OF ENGAGEMENT (PANEL)

Co-Chairs: Yvette Quintela, 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 Nei, Ph.D. (Hogan), Emily Riggs
(Talent Management Consulting)

April 29, 2017 from 8:00 AM to 9:20 AM, Room E
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 Moye, 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 Golay, Ph.D. (Nuvasive Inc.)
Authors: David W. Reeves, Ph.D. (Mercer | Sirota),
Jason Guttadauria, Ph.D. (Mercer | Sirota)

April 29, 2017 from 1:30 PM to 2:20 PM, Room S,
Hemisphere II

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*Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook, 2016-2017 Edition*, on the Internet at www.bls.gov/ooh/life-physical-and-social-science/psychologists.htm (viewed online December 19, 2016). National long-term projections may not reflect local and/or short-term economic or job conditions and do not guarantee actual job growth.

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Time	Americas Seminar Room	Asia 1	Asia 2	Asia 3	Asia 4	Asia 5	Atlantic BC	Australia 3	N. Hemisphere A1	N. Hemisphere A2	N. Hemisphere A3
8:30 AM											
9:00 AM											
9:30 AM											
10:00 AM	Coffee Break										
10:30 AM	2: Methodological and Analytical Advances in Diversity and Inclusion Research	3: I-O Psychologists as Change Agents: Driving Science-Based Change in Organizations	4: Conceptual Foundations of Personality Assessment in Organizations: "Useful" to "Optimal"	5: I-O Psychology and the Space Program	6: Leading the Charge: IGNITING Veteran-Workforce Integration Solutions	7: New Directions for Training Transfer Research	8: Poster Session: Leadership	9: Giving Top Performers the Star Treatment: Is Meritocracy Overrated?	10: Choose Your Own Adventure Consulting: Common Challenges through Different Lenses	11: Truth About Assessment Development: What's Not Taught in Grad School	12: Automated Essay Scoring: Human vs. Machine
11:00 AM				23: Onboarding Matters			24: Poster Session: Attitudes/Org Culture				
11:30 AM											
12:00 PM	27: Up the Corporate Ladder: I-O Professionals in HR Leadership Roles	28: Putting Judging Situations Back In SJTs: New Evidence and Innovation	29: New Developments in Work Ethic Research: Antecedents, Impact, and Distinctiveness	44: Inductive Research in I-O Psychology	30: Reimagining Performance Management and Rewards: Lessons From Change Leaders	31: Becoming a True Master: Tips for Master's Level I-O Psychologists	45: Poster Session: Testing & Assessment	32: The Future of Talent Management: Perspectives From Research and Practice	33: Mentoring for Women in I-O: Career Changes, Interruptions, and Transitions	34: Data-Driven Business Decisions: Opportunities and Challenges for I-O	35: New Directions in Employee Overqualification Research
12:30 PM											
1:00 PM											
1:30 PM	47: Studying the Dynamics of Team Dynamics	48: What a Difference a Boss Makes: Leveraging Leaders to Enhance Employee Engagement	49: Innovations in Leadership Development: Up, Down and All Around	50: Trends in Learning and Development Research & Practice	51: Millennials v. Millennials Debate (and no One Gets a Trophy)	52: Do I Have Your Attention? Measuring and Predicting Careless Responding	53: Poster Session: Methods/Global/Teaching	54: Industry Differences in Talent Acquisition: Practitioner Perspectives on Acquisition Strategies	55: Diversity Initiatives Are not so Black and White	56: New Directions: Enhancing Diversity and Inclusion Research and Practice	57: New Directions in Research on the Dynamics of Workplace Emotions
2:00 PM											
2:30 PM											
3:00 PM	Coffee Break										
3:30 PM		68: Beyond Unobtrusive Methodologies: The Intrusive Component of "Big Data" Research	69: Evolution or Devolution of 360° Feedback: Let's Debate It!	70: Fostering Collaboration Between Data/Computer Scientists and I-Os	71: Developing Employability With Master's and Undergraduate Internships	72: What Is Machine Learning? Foundations and Introduction to Useful Methods	73: Poster Session: Work-Family/HR	74: Mental Illness at Work: Individual Experiences and Organizational Supports	75: Novel Workplace Diversity Interventions: Field Experiments With Promising Results	76: Messy Validation III: Demystifying Validation Statistics through Storytelling and DataViz	77: One Type to Rule Them All? Debating Predictors in Selection
4:00 PM				86: Understanding the Emerging Discipline of Organizational Neuroscience			87: Poster Session: Personality/Stats				
4:30 PM											
5:00 PM			88: Executive Board Session: Research as Advocacy: How SIOP Can Engage in Workplace Research		89: IGNITE: Hot Topics in Diversity and Inclusion in Organizations	90: What Should We Do About Alpha?		91: Putting the "Health" in Healthcare: Protecting Worker Safety and Wellbeing	92: A Theory That Works!	93: When are Performance Ratings Most Valuable?	94: The Real Meaning of Millennial Talent: A Practitioner Perspective
5:30 PM											

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

Time	N. Hemisphere A4	N. Hemisphere E1	N. Hemisphere E2	N. Hemisphere E3	N. Hemisphere E4	Pacific BC	S. Hemisphere I	S. Hemisphere II	S. Hemisphere III	S. Hemisphere IV	S. Hemisphere V
8:30 AM						1: Opening Plenary					
9:00 AM											
9:30 AM											
10:00 AM	Coffee Break										
10:30 AM	13: Exploring Macrolevel Factors Impacting Individual Work-Family Experience	14: Breaking From the Norm: Argument for New Survey Best Practices	15: O*NET Based Research: Leading Edge or Wasted Opportunity?	16: Individual-Level Antecedents of Workplace Creativity and Innovation	17: Managing Expatriate Talent		18: Theme Track: How the World Changes I-O as I-O Changes the World	19: Everything UGESP Forgot to Tell You About Content Validity	20: Caring for Elders while Working: Initial Findings and Future Directions	21: Candidate Feedback in the US, UK and South Africa: If, When and How	22: The Co-Bots Are Coming! Is I-O Ready?
11:00 AM										25: Panel + Breakout Combo Session: Sense Making of Wearable Sensors	26: Ask the Expert: Practical Advice for Employee Engagement Innovation
11:30 AM											
12:00 PM	36: Workplace Automation and the Future of I-O Psychology	37: New Directions for Vocational Interest Research in Organizations	38: Caught on Video: Best Practices in One-Way Video Interviewing	39: Using the Blank Box: Innovations to Optimize Use of Comments	40: Discoveries in the Measurement and Function of Personality at Work			41: Theme Track: Shaping the Future of I-O through Multidisciplinary Approaches	42: Person Predictors of Counterproductive Work Behavior: Actor and Target Perspectives	43: The CIP Model of Leadership: Research Advancements and New Directions	46: Traditional and Contemporary Approaches in the Study of Workplace Boredom
12:30 PM											
1:00 PM											
1:30 PM	58: Featured Session: Building a Pipeline and Sustaining Success as an I-O Scientist	59: Modern Methods for I-O Psychologists: An Interactive Tutorial in R	60: Symposium + Panel Session Combo: Will Technology Make Assessment Obsolete?	61: How and When Workplace Ostracism Undermines Employees	62: Rolling Out the Welcome Mat: Applying Academic Process to Real World Onboarding			63: Theme Track: As the Pendulum Swings: Debating What's Really New in I-O	64: Exploring Applicants' Behaviors and Attitudes in Employment Interviews	65: Warnings Against Faking on Personality Tests: Emerging Approaches and Findings	66: Let's Talk About Rigorous Research and Academic Evaluation
2:00 PM											
2:30 PM											
3:00 PM	Coffee Break										
3:30 PM	78: "That Company Is Great!": Best Practices for Improving Candidate Experience	79: Bridging the Science-Practice Gap in Work-Life Topics	80: Current Directions in Modeling Within-Person Dynamics in Self-Regulation Research	81: Mitigating the Impact of Implicit Bias in High-Stakes Settings	82: From Grad Student to Professional: Things I Wish I Knew 2.0		83: Theme Track: Learning From "Career Visionaries" to Create Future Contribution Paths	84: Intersecting I-O Psychology and Law Enforcement	85: Collected Survey Wisdom From Mayflower and ITSG: Lessons and Advice		
4:00 PM											
4:30 PM											
5:00 PM	307: Evolution vs Revolution: Adapting Performance Mgmt for Today and Tomorrow	95: Increasing Workplace Success: Identifying, Developing, and Transferring Employable Skills	96: Gaming and Gamification IGNITE: Current Trends in Research and Application	97: Optimizing Validity/Diversity Tradeoffs in Employee Selection	98: Age and Emotional Competencies at Work			99: Theme Track: Predictions on The Future of Work	100: The Use and Utility of Big Data in I-O Psychology	101: I-O(Ish): Applying an I-O Lens to Nontraditional I-O Questions	
5:30 PM											

Executive Board Session
Poster Session
Invited Session

Theme Track
Alliance Session
Featured Session



Careers/Mentoring/Socialization/Onboarding/Retirement

- 15 O*NET Based Research: Leading Edge or Wasted Opportunity?, N. Hemisphere E2, 10:30AM
- 23 Onboarding Matters, Asia 3, 11:30AM
- 62 Rolling Out the Welcome Mat: Applying Academic Process to Real World Onboarding, N. Hemisphere E4, 1:30PM
- 99 Theme Track: Predictions on the Future of Work, S. Hemisphere I, 5:00PM

Coaching/Leadership Development

- 49 Innovations in Leadership Development: Up, Down and All Around, Asia 2, 1:30PM

Consulting Practices/Ethical Issues

- 10 Choose Your Own Adventure Consulting: Common Challenges Through Different Lenses, N. Hemisphere A1, 10:30AM
- 63 Theme Track: As the Pendulum Swings: Debating What's Really New in I-O, S. Hemisphere I, 1:30PM
- 92 A Theory That Works!, N. Hemisphere A1, 5:00PM

Counterproductive Behavior/Workplace Deviance

- 42 Person Predictors of Counterproductive Work Behavior: Actor and Target Perspectives, S. Hemisphere II, 12:00PM
- 46 Traditional and Contemporary Approaches in the Study of Workplace Boredom, S. Hemisphere IV, 12:30PM
- 102 Poster 7, N. Hemisphere CD, 6:00PM

Emotions/Emotional Labor

- 57 New Directions in Research on the Dynamics of Workplace Emotions, N. Hemisphere A3, 1:30PM
- 98 Age and Emotional Competencies at Work, N. Hemisphere E4, 5:00PM
- 102 Poster 8, N. Hemisphere CD, 6:00PM

Global/International/Cross-Cultural Issues

- 17 Managing Expatriate Talent, N. Hemisphere E4, 10:30AM
- 53 Posters 3, 6, 10, 11, 16, 18, 20, 22, 27, 29, 30, & 31, 1:30PM

Groups/Teams

- 47 Studying the Dynamics of Team Dynamics, Americas Seminar Room, 1:30PM
- 102 Poster 3, N. Hemisphere CD, 6:00PM

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

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

Innovation/Creativity

- 5 I-O Psychology and the Space Program, Asia 3, 10:30AM
- 16 Individual-Level Antecedents of Workplace Creativity and Innovation, N. Hemisphere E3, 10:30AM

Job Attitudes/Engagement

- 14 Breaking From the Norm: Argument for New Survey Best Practices, N. Hemisphere E1, 10:30AM
- 24 Posters 1-3, 5-7, 9, 13, 15-17, 19-23, & 25-33, Atlantic BC, 11:30AM
- 26 Ask the Expert: Practical Advice for Employee Engagement Innovation, S. Hemisphere V, 11:30AM
- 35 New Directions in Employee Overqualification Research, N. Hemisphere A3, 12:00PM
- 67 Creating the Ideal Employee Experience: Personalizing Versus Standardizing People Practices, S. Hemisphere V, 1:30PM
- 85 Collected Survey Wisdom From Mayflower and ITSG: Lessons and Advice, S. Hemisphere III, 3:30PM
- 102 Poster 4, N. Hemisphere CD, 6:00PM

Leadership

- 1 Opening Plenary, Pacific BC, 8:30AM
- 8 Posters 1-34, Atlantic BC, 10:30AM
- 43 The CIP Model of Leadership: Research Advancements and New Directions, S. Hemisphere III, 12:00PM
- 48 What a Difference a Boss Makes: Leveraging Leaders to Enhance Employee Engagement, Asia 1, 1:30PM
- 102 Poster 2, N. Hemisphere CD, 6:00PM

Legal Issues/Employment Law

- 19 Everything UGESP Forgot to Tell You About Content Validity, S. Hemisphere II, 10:30AM

Measurement/Statistical Techniques

- 44 Inductive Research in I-O Psychology, Asia 3, 12:30PM
- 59 Modern Methods for I-O Psychologists: An Interactive Tutorial in R, N. Hemisphere E1, 1:30PM
- 72 What Is Machine Learning? Foundations and Introduction to Useful Methods, Asia 5, 3:30PM
- 87 Posters 2, 6, 7, 9-11, 16, 18, 20-25, 27-29, 33, & 35, Atlantic BC, 4:30PM
- 97 Optimizing Validity/Diversity Tradeoffs in Employee Selection, N. Hemisphere E3, 5:00PM
- 100 The Use and Utility of Big Data in I-O Psychology, S. Hemisphere II, 5:00PM

Motivation/Rewards/Compensation

- 80 Current Directions in Modeling Within-Person Dynamics in Self-regulation Research, N. Hemisphere E2, 3:30PM

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(ish): 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

- 95 Increasing Workplace Success: Identifying, Developing, and Transferring Employable Skills, N. Hemisphere E1, 5:00PM

Personality

- 4 Conceptual Foundations of Personality Assessment in Organizations: "Useful" to "Optimal", Asia 2, 10:30AM
 29 New Developments in Work Ethic Research: Antecedents, Impact, and Distinctiveness, Asia 2, 12:00PM
 37 New Directions for Vocational Interest Research in Organizations, N. Hemisphere E1, 12:00PM
 40 Discoveries in the Measurement and Function of Personality at Work, N. Hemisphere E4, 12:00PM
 87 Posters 1, 3-5, 8, 12-15, 17, 19, 26, 30-32, & 34, Atlantic BC, 4:30PM
 102 Poster 2, N. Hemisphere CD, 6:00PM

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

- 88 Executive Board Block Session: Research as Advocacy: SIOP's Engagement in Rigorous, Ethical, Progressive Research, Asia 2, 5:00PM
 102 Poster 10, N. Hemisphere CD, 6:00PM

Research Methodology (e.g., surveys)

- 34 Data-Driven Business Decisions: Opportunities and Challenges for I-O, N. Hemisphere A2, 12:00PM
 39 Using the Blank Box: Innovations to Optimize Use of Comments, N. Hemisphere E3, 12:00PM
 52 Do I Have Your Attention? Measuring and Predicting Careless Responding, Asia 5, 1:30PM
 53 Posters 1, 4, 8, 9, 12-14, 17, 19, 23-25, & 32, 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

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

Strategic HR/Utility/Changing Role of HR

- 22 The Co-Bots Are Coming! Is I-O Ready?, S. Hemisphere V, 10:30AM
 27 Up the Corporate Ladder: I-O Professionals in HR Leadership Roles, Americas Seminar Room, 12:00PM
 73 Posters 3, 7, 8, 16, 24, & 30, Atlantic BC, 3:30PM

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

- 18 Theme Track: How the World Changes I-O as I-O Changes the World, S. Hemisphere I, 10:30AM
 31 Becoming a True Master: Tips for Master's Level I-O Psychologists, Asia 5, 12:00PM
 41 Theme Track: Shaping the Future of I-O Through Multidisciplinary

Approaches, S. Hemisphere I, 12:00PM

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

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

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

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

- 11 Truth About Assessment Development: What's Not Taught in Grad School, N. Hemisphere A2, 10:30AM
 12 Employee Selection Decision Processes: Efficient, Fair, and Accurate, N. Hemisphere A3, 10:30AM
 28 Putting Judging Situations Back In SJTs: New Evidence and Innovation, Asia 1, 12:00PM
 45 Posters 1-34, Atlantic BC, 12:30PM
 53 Posters 7, 15, & 28, Atlantic BC, 1:30PM
 65 Warnings Against Faking on Personality Tests: Emerging Approaches and Findings, S. Hemisphere III, 1:30PM
 76 Messy Validation III: Demystifying Validation Statistics Through Storytelling and Dataviz, N. Hemisphere A2, 3:30PM
 77 One Type to Rule Them All? Debating Predictors in Selection, N. Hemisphere A3, 3:30PM
 102 Posters 6 & 9, N. Hemisphere CD, 6:00PM

Training

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

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 Posters 1, 2, 4-6, 9-15, 17-23, 25-29, 31 & 32, Atlantic BC, 3:30PM
 79 Bridging the Science-Practice Gap in Work-Life Topics, N. Hemisphere E1, 3:30PM

1. Special Events: 8:30AM-9:50AM**Pacific BC****Opening Plenary**Fred Oswald, Rice University, *Chair*S. Morton McPhail, Retired, *Presenter*

Submitter: Fred Oswald, foswald@rice.edu

**2. Symposium/Forum: 10:30AM-11:50AM Americas Seminar
Methodological and Analytical Advances in Diversity and Inclusion Research**

Diversity and inclusion research is primed to benefit from incorporating a more diverse array of methodological/analytical techniques. Four presentations will explore techniques (latent profile analysis, difference-in-differences estimators, computational modeling, and social network analytics) that provide insight into the issues and phenomena facing diversity and inclusion research.

Jennifer L. Wessel, University of Maryland, *Co-Chair*Sara Barth, University of Maryland, *Co-Chair*

Jennifer L. Wessel, University of Maryland, Allison S. Gabriel, University of Arizona, Joo Y. Park, University of Maryland, **A Latent Profile Approach to Identification and Intergroup Outcomes**

Afra S. Ahmad, Zayed University, Eden B. King, George Mason University, Joseph N. Luchman, Fors Marsh Group LLC, **Examining Effects of Context on Discrimination Using Difference-in-Differences Estimator**

Hannah L. Samuelson, University of Maryland, Sara Barth, University of Maryland, Benjamin R. Levine, SDOS, University of Maryland, Jennifer L. Wessel, University of Maryland, James A. Grand, University of Maryland, **Computational Modeling in the Study of Diversity**

Samantha L. Garrett, University of South Florida, Michelle S. Kaplan, University of South Florida, Michael T. Braun, University of South Florida, **Estimating Effects of Diversity on Group Process: A SNA Approach**

Submitter: Jennifer L. Wessel, jwessel@umd.edu

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. Fecteau, 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. Huffcutt, Bradley University, **Introduction of the E3C2 Organizationally Relevant Model of Personality**

Julia Levashina, Kent State University, *Discussant*

Submitter: Allen I. Huffcutt, huffcutt@fmail.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, Korn Ferry, *Co-Chair*Peter J. Reiley, 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



=Reproducible Research session



=Theme Track

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

Olubisi A. Atoba, 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. Mello, 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, nkkwok@uwaterloo.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 Helfrich, University of Hohenheim

Erik Dietl, University of Hohenheim

Submitter: Erik Dietl, erik.dietl@uni-hohenheim.de

8-9 Attribution Style and Attributions 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, attributions, 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 transforming leader (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, tyreedmitchell@aol.com

8-27 Examining Role Saliency 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 saliency, 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 interdepend-

dence acting as the contextual condition. Results from a sample of 107 R&D teams overall supported the hypotheses.

Jian Peng, Jinan University

Xiao Wang, Jinan University

Wuyang Chen, Jinan University

Yushuai Chen, Jinan University

Submitter: Jian Peng, pengjiannut@163.com

8-32 Using Traits as Measures for Identifying Low-Level Leadership Potential

Authors examined intelligence and the Big 5 personality traits as predictors of low-level leadership potential within the context of the military. Findings support predictions that Extraversion, Conscientiousness, and Emotional Stability possess significant and positive relationships with low-level leadership potential, whereas Agreeableness and Openness to Experience remain unrelated to this criterion.

Stephen W. Tyler, Army Research Institute

Erin L. O'Brien, US Army Research Institute for the Behavioral and Social Sciences

Heather M. Wolters, US Army Research Institute for the Behavioral and Social Sciences

Submitter: Stephen W. Tyler, tylerstephen74@gmail.com

8-33 When Leadership Elicits Subordinate Prosocial Voice

The aim of this study is to examine the influence of humble and empowering leader behaviors on follower prosocial voice. Subordinate power distance orientation is investigated as a possible moderator of this relationship and subordinate psychological empowerment as the underlying mechanism behind this moderated effect.

Chang-Wook Jeung, Yonsei University

Hea Jun Yoon, Korea Research Institute for Vocational Education and Training

Jiwoon Ryu, Yonsei University

Submitter: Chang-Wook Jeung, jcw1905@gmail.com

8-34 Leader Influence Tactics and Subordinates' Task Performance: Social Cognitive Perspective

This research investigates the unexplored relationship between leader influence tactics and subordinates' task performance. Based on social cognitive theory, it is proposed that effects of both leader soft tactics and leader hard tactics on subordinates' task performance are mediated by subordinates' general self-efficacy and psychological safety.

Ui Young Sun, Seoul National University

Seokhwa Yun, Seoul National University

Submitter: Ui Young Sun, xellos1222@naver.com

9. Debate: 10:30AM-11:50AM**Australia 3****Giving Top Performers the Star Treatment: Is Meritocracy Overrated?**

Should organizations especially single out—and disproportionately recognize and reward—star performers? Do stars really contribute disproportionately to organizational success? What are unintended negative consequences of meritocratic practices? These and related questions will be debated by a distinguished panel representing both sides of the meritocracy question.

Marc Effron, Talent Strategy Group, *Moderator*

Seymour Adler, Aon Hewitt, *Presenter*

Tomas Chamorro-Premuzic, Hogan Assessment Systems/University of London, *Presenter*

Paul R. Sackett, University of Minnesota, *Presenter*

Alan L. Colquitt, Eli Lilly & Company, *Presenter*

Submitter: Seymour Adler, seymour_adler@aon.com

10. Panel Discussion: 10:30AM-11:50AM N. Hemisphere A1 Choose Your Own Adventure Consulting: Common Challenges Through Different Lenses

Numerous common organizational challenges can be approached through various consulting methods. This panel brings together experienced consultants from different I-O areas to offer practical, unique perspectives and solutions to a fictitious client's issue of high turnover, each focusing on one of the following areas: leadership development, analytics, assessments, and software/technology.

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

11. Panel Discussion: 10:30AM-11:50AM N. Hemisphere A2 Truth About Assessment Development: What's Not Taught in Grad School

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 Valterra, **Panelist**

Lorin M. Mueller, Federation of State Boards of Physical Therapy, **Panelist**

Liberty J. Munson, Microsoft, **Panelist**

Submitter: Kimberly Acree Adams, kadams@air.org

12. Symposium/Forum: 10:30AM-11:50AM N. Hemisphere A3 Employee Selection Decision Processes: Efficient, Fair, and Accurate

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 Batarse, 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

13. Symposium/Forum: 10:30AM-11:50AM N. Hemisphere A4 Exploring Macrolevel Factors Impacting Individual Work-Family Experience

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.

Kristen 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**

Peter P. Yu, The Graduate Center & Baruch College, CUNY, Kristen M. Shockley, University of Georgia, **Role of Community Demands and Resources for Conflict and Enrichment**

Youjeong Huh, University at Albany, SUNY, Michael T. Ford, University at Albany, SUNY, Yi-Ren Wang, University at Albany, SUNY, **Industry-Level Economic Demands, Job Demands and Work-Family Conflict**

Leslie B. Hammer, Oregon Health & Science University, **Discussant**

Submitter: Ho Kwan Cheung, hkcheung24@gmail.com

14. Debate: 10:30AM-11:50AM N. Hemisphere E1 Breaking From the Norm: Argument for New Survey Best Practices

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 symposium 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, DCI Consulting Group, Inc., **Labor Market Valuations of the Big Five Personality Traits**

Suzanne Tsacoumis, HumRRO, **Discussant**

Submitter: Kayo Sady, ksady@dciconsult.com

16. Symposium/Forum: 10:30AM-11:50AM N. Hemisphere E3 Individual-Level Antecedents of Workplace Creativity and Innovation

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, cwinso2@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 wholistic expatriate transition management, development, and repatriation.

Daniel P. Russell, Straight Path Leadership, *Chair*

Cara Bauer, Amgen, *Panelist*

Alyson B. Margulies, 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, *Discussant*

Miriam Erez, Technion, *Presenter*

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@cebglobal.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 latent profiles of successfully 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, Reed J. Bramble, Wayne State

University, Keith L. Zabel, Wayne State University, Kevin T. Wynne, APTMetrics, Boris B. Baltes, Wayne State University, *Who Engages in Eldercare? A Person-Centered Perspective of Eldercare Participants*

Alicia G. Dugan, UConn Health, Janet L. Barnes-Farrell, University of Connecticut, Richard H. Fortinsky, UConn Health, Martin G. Cherniack, UConn Health,

Acquired and Persistent Eldercare Demands: Impact on Worker Well-Being

Tracy L. Griggs, Winthrop University, Charles E. Lance, Organizational Research & Development, Lisa Baranik, University at Albany, *Predictors of Job Turnover Among Informal Caregivers*

Vanessa A. Jean, Texas A&M University, Mindy E. Bergman, Texas A&M University, *Eldercare and Childcare: Different Caregiving Experiences*

Submitter: Tracy L. Griggs, Griggst@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. Kriek, TTS-Top Talent Solutions Inc. and UNISA, *Host*

Rab MacIver, 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. Northon, Society for Human Resource Management, *Author*

Ashley A. Miller, Society for Human Resource Management, *Author*

Samantha DiNicola, George 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.

Talya 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 McCaslin, 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 result of 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. Bisbey, University of Houston

Lisa W. Sublett, University of Houston-Clear Lake

Lars U. Johnson, University of Houston

Sophie Romy, 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 Permann, University of Cincinnati

Suzanne S. Masterson, University of Cincinnati

Gary Cornwall, University of Cincinnati

Submitter: Jaclyn Permann, permajm@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, DCI 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 concurrent, convergent, and divergent 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 conducted to investigate the effectiveness of interventions to increase work engagement. Findings revealed a small, positive effect for individual interventions (Hedges $g = 0.29$, 95%-CI = 0.12-.46). Moderate to large effect for group interventions ($k = 8$, Hedges $g = 0.51$, 95%-CI = 0.12-.90).

Caroline Knight, Sheffield University Management School
 Michael J. Dawson, Sheffield University Management School
 Jeremy R. 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 skill 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. Ponnampalli, 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.

Sarah E. Hill, University of Missouri-St. Louis

Amanda L. Thomas, Express Scripts

Jacob M. Fox, University of Missouri-St. Louis

John P. Meriac, University of Missouri-St. Louis

Submitter: Sarah E. Hill, seh4@umsl.edu

24-32 Young Adults' Career Self-Efficacy and Attitudes Regarding Work-Family Issues

This study sampled young adults from Amazon's MTurk and a liberal arts college to assess individual differences in career decision-making self-efficacy (CDMSE) and attitudes regarding work-family issues. Few differences were noted in CDMSE, but several individual differences arose for work-family issues. Additionally, CDMSE was associated with traditional work-family attitudes.

Kaitlin Ann Busse, Roanoke College

Darcey N. Powell, Roanoke College

Courtney Yoke, Roanoke College

Stephanie Gaines, Roanoke College

Hannah Wuerthner, Roanoke College

Submitter: Kaitlin Ann Busse, kabusse@mail.roanoke.edu

24-33 Implications of Work-to-Work Spillover for Municipal Elected Officials

Authors examined the relationships between job attitudes and work-to-work spillover for municipal elected officials. Findings indicate that stress and satisfaction in one job are related to negative and positive spillover to the other job role, respectively. Evidence for significant relationships between spillover and life satisfaction is also found.

Nicholas Howald, Bowling Green State University

Michael J. Zickar, Bowling Green State University

Submitter: Nicholas Howald, nhowald@bgsu.edu

25. Alternative Session Type with presenters:

11:30AM-12:20PM

S. Hemisphere IV

Panel + Breakout Combo Session: Sense Making of Wearable Sensors

The session will focus on how wearable sensors (i.e. quantitative electroencephalogram, actigraphy, and sociometric badges) can enrich and improve I-O theories and methodologies. Topics include how wearable sensors can provide dynamic understandings of different phenomena under study and how to best utilize the sensors in empirical I-O research.

Scott Tonidandel, Davidson College, *Chair*

Zheng Chen, University of South Florida-St. Petersburg, *Presenter*

Tori L. Crain, Colorado State University, *Presenter*

Varol Kayhan, University of South Florida-St. Petersburg, *Presenter*

Ashley A. Membere, George Mason University, *Presenter*

David A. Waldman, Arizona State University, *Presenter*

Submitter: Scott Tonidandel, sctonidandel@davidson.edu

26. Alternative Session Type with presenters:

11:30AM-12:50PM

S. Hemisphere V

Ask the Expert: Practical Advice for Employee Engagement Innovation

A. Silke McCance, Procter & Gamble, *Presenter*

Leslie M. Golay, NuVasive, *Presenter*

Victoria J. Smoak, PepsiCo, Inc., *Presenter*

Amanda C. Shull, Nike, Inc., *Presenter*

Andrea M. Bizarro, JetBlue Airways, *Presenter*

Christine R. Smith, The Graduate Center & Baruch College, CUNY, *Presenter*

Submitter: Andrea M. Bizarro, andrea.bizarro@jetblue.com



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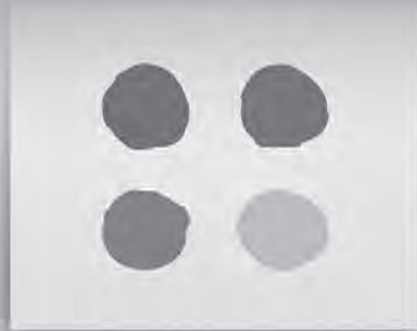
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27. Panel Discussion: 12:00PM-1:20PM Americas Seminar Up the Corporate Ladder: I-O Professionals in HR Leadership Roles

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 (SJTs) 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**

Michelle Martin-Raugh, Educational Testing Service, Harrison J. Kell, Educational Testing Service, **A Hierarchical Process Model of SJT Responding**

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, Hairong Li, Auburn University, Jinyan Fan, Auburn University, Leirui 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 Tecnológico Autónomo de México (ITAM), David J. Woehr, University of North Carolina Charlotte, Germán Del Rincón, Instituto Tecnológico Autónomo de México (ITAM), **Understanding Work Ethic: Individual Difference or Shared Value**

Lauren R. LaBat, 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: When Does Work Ethic Lead to Proactive Performance?**

Scott Highhouse, 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

31. Panel Discussion: 12:00PM-1:20PM Asia 5 Becoming a True Master: Tips for Master's Level I-O Psychologists

This session will present multiple perspectives on overcoming challenges unique to master's level I-O psychologists, highlight opportunities for contributions, and discuss engaging master's graduates throughout their careers.

Melinda Seibert, U.S. Department of Defense, **Co-Chair**

David J. Swiderski, University at Albany, SUNY, **Co-Chair**

Andrea Amodeo, IMPAQ International, **Panelist**

Rebecca Beard, Group for Organizational Effectiveness, Inc., **Panelist**

David Cohen, DCI Consulting Group, Inc., **Panelist**

Thomas E. Mitchell, University of Baltimore, **Panelist**

Delisa D. Walker-Hall, US Secret Service, **Panelist**

Submitter: Melinda Seibert, melinda@alumni.clemson.edu

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**

Robin R. Cohen, Johnson & Johnson, Alexis A. Fink, Intel Corporation, Lorry A.

Olson, Bank of America, David B. Peterson, Google, Megan Jefferson Verret,

YUM! Brands Global Restaurants/KFC, **Internal Panel: Practice, Applications and Implications for Talent Management**

Seymour Adler, Aon Hewitt, Alexander Alonso, Society for Human Resource Management, Morgan W. McCall, Jr., University of Southern California, Jeffrey J. McHenry, Rainier Leadership Solutions, **External Panel: Practice, Applications and Implications for Talent Management**

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.

Silvia Bonaccio, University of Ottawa, *Co-Chair*
 Irini Kokkinou, Savannah College of Art and Design, *Co-Chair*
 Kea Kerich, Marriott International, *Presenter*
 Alison L O'Malley, John Deere, *Presenter*
 Tatana M. Olson, Naval Aerospace Medical Institute, *Presenter*
 Kristen M. Shockley, University of Georgia, *Presenter*
 Jane Wu, IBM, *Presenter*
 Lynda Zugec, The Workforce Consultants, *Presenter*
 Submitter: Silvia Bonaccio, bonaccio@telfer.uottawa.ca

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 R. Honts, Cargill, *Panelist*
 Kevin D. Meyer, CEB, *Panelist*
 Carl R. Persing, Metrus Group, *Panelist*
 Benjamin H. Slade, NASA, *Panelist*
 Tracey Tafero, 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 Dumani, American Institutes for Research, Tammy D. Allen, University of South Florida, Pablo Ignacio Escribano, IESE Business School, Genevieve Johnson, American Institutes for Research, *Overqualification and Subjective Well-Being In the Context of Basic Needs*
 Dana B. Kabat-Farr, Dalhousie 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 Orduin, 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*
 Jerilyn 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 Wetzel, University of Konstanz, James Rounds, University of Illinois, Urbana-Champaign, *Deciphering the General Factor in Interest Measures*
 Dan Ispas, 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, nyechris@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, OrgVitality, LLC, *Chair*
 Shawn M. Del Duco, Intel Corporation, *Making Sense of Employee Sentiment: A Case Study*
 Lilia 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*
 Hannah Murphy, PepsiCo Frito Lay, Lauren E. McEntire, PepsiCo, *What's the Scoop? Emotion and Negation in Engagement Survey Comments*
 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-

sola, *Metatrait Plasticity Predicts Leadership Emergence*
 Alexandra Harris, University of Georgia, Nathan T. Carter, University of Georgia,
 Michael C. Tocci, Procter & Gamble, *Revisiting the Personality-GMA Interaction for Job Performance*
 Bart Wille, University of Antwerp, Mihaela Grigoras, University of Bucharest, *Associations Between the Dark Triad and DSM-5 Maladaptive Personality Traits*
 Ryne A. Sherman, Florida Atlantic University, David L. Winsborough, Hogan
 Assessments, *New Talent Signals: Empirical Results*
 Nigel R. Guenole, IBM, Jeff A. Weekley, IBM/University of Texas, Dallas,
 Chiahuei Wu, London School of Economics and Political Science, *Multilevel Personality Is not Isomorphic: A Doubly-Latent SEM Demonstration*
 Submitter: Nigel R. Guenole, n.guenole@gold.ac.uk

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, Amgen, 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 AB5C*
 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, jraver@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. Mac-

Dougall, Central Michigan University, Jay H. Hardy, III, 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, Andra Serban, Virginia Commonwealth University, Seth M. Spain, Binghamton University, *Personalized-Socialized and Charismatic-Ideological-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: Jeffrey B. Lovelace, jeffrey.b.lovelace@gmail.com

44. Community of Interest: 12:30PM-1:20PM Asia 3

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 in this process.

Fred Oswald, Rice University, *Host*
 Dan J. Putka, HumRRO, *Host*
 Dustin K. Jundt, Saint Louis University, *Coordinator*
 Submitter: Dustin K. Jundt, 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.

Philip 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: Philip 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 ($\eta^2 = .24$)

and higher recruiter fear when seeing Arab minority applicants compared to majority applicants ($\eta^2 = .11$).

Annemarie Hiemstra, Erasmus University Rotterdam

Eva Derous, Ghent University

Jesper Hopstaken, Erasmus University Rotterdam

Submitter: Annemarie Hiemstra, hiemstra@fsw.eur.nl

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. Moclair, Naval Aerospace Medical Institute

Submitter: Tatana M. Olson, tmo4@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 item responses and analogous 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 theory, 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. Ellicker, 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.

Siho Imashiro, Institute for Organizational Behavior Research

Submitter: Siho Imashiro, shiho_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, kelly.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 LaVoie, 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.

Philseok Lee, University of South Florida

Kevin T. Mahoney, South Dakota State University

Seokjoon Chun, University of South Florida

Sunhee Lee, Chungnam National University

Submitter: Philseok Lee, Philseok.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.umsi.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

Tatana M. Olson, Naval Aerospace Medical Institute

Michael W. Natali, Naval Aerospace Medical Institute

Sabrina M. Drollinger, Naval Aerospace Medical Institute

Submitter: Tatana 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

Joshua J. Prasad, Michigan State University
 Neal W. Schmitt, Michigan State University
 Jacob C. Bradburn, Michigan State University
 Christopher D. Nye, Michigan State University
 Submitter: Morgan B. Showler, showlerm@msu.edu



45-28 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, wlcox.j@gmail.com

45-29 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

45-30 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. Dahlke, University of Minnesota
 Paul R. Sackett, University of Minnesota
 Submitter: Jeffrey A. Dahlke, dahlk068@umn.edu

45-31 The Relationship Between Predictors' Cognitive-Ability Saturations 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. Dahlke, University of Minnesota
 Paul R. Sackett, University of Minnesota
 Submitter: Jeffrey A. Dahlke, dahlk068@umn.edu

45-32 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

45-33 Entering STEM Fields: Interests, Identity, Efficacy, and Influence From Others

Women and racial/ethnic minority groups continue to be underrepresented in the STEM workforce. Findings in this study indicated that

students' decision to enter STEM fields were influenced by demographics, 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, li.lin-1@ou.edu

45-34 UIT Device-Type Score Differences: The Role of Working Memory

This study provides support for the working memory component of Arthur, Keiser, and Doverspike (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. Traylor, Texas A&M University
 Submitter: Nathanael L Keiser, keiser.nate@gmail.com

46. Roundtable Discussion/Conversation Hour:

12:30PM-1:20PM

S. Hemisphere IV

Traditional and Contemporary Approaches in the Study of Workplace Boredom

This roundtable/conversation hour's objective is to provide students and researchers with discussion and networking opportunities centered around the study of workplace boredom. The hour will include both a description of the current state of workplace boredom research as well as a roundtable discussion about current and future boredom research directions.

Steve M. Jex, Bowling Green State University, *Host*
 Alison M. Bayne, Bowling Green State University, *Host*
 Submitter: Steve M. Jex, sjex@bgsu.edu

47. Symposium/Forum: 1:30PM-2:50PM Americas Seminar Studying the Dynamics of Team Dynamics

This symposium brings together current research on team dynamics, beginning to address a critical gap in our understanding regarding how temporal elements influence team functioning. Presentations focus on key elements of teams, including cohesion, trust, shared leadership, and team profiles.

Jennifer Feitosa, City University of New York, Brooklyn College, *Chair*
 Rebecca Grossman, Hofstra University, *Co-Chair*
 Wendy L. Bedwell, University of South Florida, Peter Roma, Institutes for Behavior Resources/Johns Hopkins University, Keaton A Fletcher, University of South Florida, *Long Duration Space Exploration: Does Crew Cohesion Matter?*
 Rebecca Grossman, Hofstra University, Jennifer Feitosa, City University of New York, Brooklyn College, *Team Trust Over Time: A Theoretical Model and Propositions*
 Hairong Jiang, Institute for Cross Cultural Management, Dr Jessica L. Wildman, Florida Institute of Technology, *Accelerating Team Learning: The Role of Shared Leadership*
 Michael A. Rosen, Johns Hopkins University School of Medicine, Marissa L. Shuffler, Clemson University, Dorothy R. Carter, University of Georgia, William S. Kramer, Clemson University, *Towards a Collective-Centric Approach for Understanding Multiteam System Dynamics*
 Thomas A. O'Neill, University of Calgary, *Discussant*
 Submitter: Jennifer Feitosa, jennifer.feitosa81@brooklyn.cuny.edu

48. Panel Discussion: 1:30PM-2:50PM

Asia 1

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*

Hal J. Whiting, Hewlett Packard Enterprise, *Panelist*
 Kristin D. Williams, Colorado State University, *Panelist*
 Submitter: Jocelyn M. Hays, jhays@hoganassessments.com

49. Panel Discussion: 1:30PM-2:50PM Asia 2 Innovations in Leadership Development: Up, Down and All Around

The rate of change creates a pressing demand for agile leaders and a robust leadership pipeline. However, approaches to leadership development have not evolved at an equivalent pace. This session will focus on innovations in leadership development being implemented by organizations to facilitate both horizontal and vertical learning.

Veronica S. Harvey, Schmidt Harvey Consulting, *Chair*
 Reuben Weiss, Columbia University, *Co-Chair*
 Mitchell W. Gold, Right Management, *Panelist*
 Laura L. Heaton, Penske, *Panelist*
 Andy Lee, Aetna, *Panelist*
 David B. Peterson, Google, *Panelist*
 Paul R. Yost, Seattle Pacific University, *Panelist*
 Christine E. Corbet, Right Management, *Panelist*
 Submitter: Veronica S. Harvey, veronicas.harvey@gmail.com

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@groupoe.com

51. Alternative Session Type with presenters: 1:30PM-2:50PM Asia 4 Millennials Versus Millennials Debate (and No One Gets a Trophy)

As scientist-practitioners, industrial-organizational psychologist must understand each side of the Millennial debate. The current session presents the 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*
 Laura C. Lomeli, Walmart, *Presenter*
 Michael C. Tocci, 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

Marisa Aguirre, Universidad de Piura

Frederik Anseel, Ghent University

Paula Apascartei, University of Navarra

Michael A. Campion, Purdue University

Rodrigo Costamagna, Universidad de la Sabana

Gabriela Flores, Southwestern University

Pieter Grobler, University of South Africa

Gaurav Gupta, Pacific Lutheran University

Ana Heloisa da Costa Lemos, Pontifícia Universidade Católica do Rio de Janeiro

Sandra Idrovo Carlier, University of Sabana

Stefan Kemmer, Universität Regensburg

Robert Kok, Radboud University

Valentina V. Kuskova, National Research University

Raul Lagomarsino, ESE Business School

Julia Levashina, Kent State University

Paul Ligthart, Radboud University

Troy V. Mumford, Colorado State University

Lam Nguyen, Bloomsburg University of Pennsylvania

Jose Ramon Pin Arboledas, University of Navarra

Erik Poutsma, Radboud University

Antonio Sancho, IPADE Business School

Raul Schouteten, Radboud University

Maura Sheehan, National University of Ireland

Lourdes Susaeta Erburu, University of Navarra

Lien Vossaert, University of Ghent

XiaoHui Wang, Sun Yat-sen University

Ying Zhu, University of South Australia

Submitter: Richard A. Posthuma, rposthuma@utep.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@uncc.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

profile shape using the keyed values, rx,k; rating elevation difference, (Xmean-Kmean)²; and rating scatter, sdx². Cross-validated scale scores maintained higher criterion validities than conventional scores for 5 of 6 temperament scales.

Peter Legree, U.S. Army Research Institute

Robert Kilcullen, U.S. Army Research Institute for the Behavioral and Social Sciences

Mark Young, U.S. Army Research Institute

Submitter: Peter Legree, Peter.J.Legree.civ@mail.mil

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 Koun 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. Stuhlm, 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

Shani Pindek, 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 Robie, 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 multirater feedback has primarily focused on numeric ratings used for developmental purposes. This study further expands our understanding of source effects in multirater 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 Robie, 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-

ing gamified and traditional quizzes. Gamification showed meaningful impact on learning.

Lena-Alyeska M. Huebner, Colorado State University

Diana R. Sanchez, Colorado State University

Submitter: Lena-Alyeska M. Huebner, Lena.Huebner@colostate.edu

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 constructs 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 Tecle, 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

54. Panel Discussion: 1:30PM-2:50PM

Australia 3

Industry Differences in Talent Acquisition: Practitioner 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. Herleman, IBM, *Panelist*

Lisa Malley, DDI, *Panelist*

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

55. Panel Discussion: 1:30PM-2:50PM

N. Hemisphere A1

Diversity Initiatives Are Not so Black and White

Diversity and inclusion (D & I) initiatives in organizations take many forms. Organizations also have a variety of motives for sponsoring diversity initiatives, which may influence their success. This session seeks to give attendees a view into how organizations conceptualize, design, and evaluate diversity initiatives in their organizations.

Randy Lim, Hofstra University/McKinsey & Co., *Chair*

David B. Mendelsohn, Teachers College, Columbia University, *Panelist*

Kevin England, Jennifer Brown Consulting, *Panelist*

Janice Gassam, Hofstra University, *Panelist*

Gregory Moise, KPMG, LLP, *Panelist*

Submitter: David B. Mendelsohn, david.b.mendelsohn@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, Psymantics 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. Diefendorff, 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, Amirali 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 Suppres-
 sion 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,

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, laso, 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/osusL7

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

see pp. 8-9
for more
information

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. Sydel, Shaker, **Presenter**
 Anthony S. Boyce, Aon Hewitt, **Presenter**
 Ken Lahti, 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. Sydel, eric.sydel@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. Wesselmann, Illinois State University, **Investigating Diverse Types of
 Social Exclusion in Daily Life**
 Cong Liu, Hofstra University, Myia S. Williams, Hofstra University, **Perceived In-
 tent to Harm Moderates the Workplace 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-Sowell, Texas A&M Uni-
 versity, **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. Siedor, 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 Advisers/ IMD Business School, **Panelist**
 Submitter: Lane E. Siedor, lsiedor@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**
 Eden 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 Fitili, 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**

Nicolas Roulin, University of Manitoba, Deborah M. Powell, University of Guelph, *Story Telling and Verbal Cues of Applicant Deception in Interviews*
Satoris S. Culbertson, University of Portland, William S. Weyhrauch, Consortium of Universities of the Washington Metropolitan Area, Grace Sewell, Kansas State University, Stacy Gonzalez, Kansas State University, *Response Delays and Their Effect on Interview Ratings*

Submitter: Nicolas Roulin, nicolas.roulin@umanitoba.ca

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 Witemeyer, 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*

Zachary A. Kiehl, Aptima, Inc., Kevin Durkee, Aptima, Inc., John J. Feeney, Aptima, Inc., Avinash H. Hiriyanna, Aptima, Inc., Scott Galster, Air Force Research Laboratory, *Utilizing Physiological and Behavioral Signals to Estimate Human Functional State*

Arwen Hunter DeCostanza, U.S. Army Research Laboratory, Kara L. Orvis, Aptima, Inc., Samantha K. Baard-Perry, Aptima, Inc., Tara Brown, Aptima, Inc., *Real-Time Feedback for Teams Using Unobtrusive Assessment Techniques*
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, dbracken@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 interns 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

72. Master Tutorial: 3:30PM-4:50PM**Asia 5****What Is Machine Learning? Foundations and Introduction to Useful Methods**

Machine learning is a set of analytic tools that enable us to derive meaningful insight from big data. This tutorial will provide an introduction to the fundamentals of machine learning and specific useful methods for those who are interested in becoming more involved with machine learning.

Sarah G. Semmel, Twitter, *Presenter*

Jeff A. Jones, Korn Ferry, *Presenter*

Allen P. Goebel, University of Minnesota, *Presenter*

Submitter: Sarah G. Semmel, sgsemmel@gmail.com

see pp. 8-9
for more
information

73. Poster: 3:30PM-4:20PM**Atlantic BC****Work-Family/HR****73-1 Work-School Conflict, Core Self-Evaluations, and College Student Well-Being**

This study utilized 2-wave data to examine bidirectional work-school conflict as a predictor of psychological well-being and life satisfaction among college students. Additionally, core self-evaluations were examined as a potential buffer of the negative consequences associated with conflicting work-school demands. Results suggest the importance of personality in work-school conflict research.

Justin M. Sprung, Luther College

Anuradha Anantharaman, Pennsylvania State University

Submitter: Justin M. Sprung, justin.m.sprung@gmail.com

73-2 Exploring Crossover Effects Among Working Spouses: SOC and Work-Family Conflict

Using an emergent data analytic method, this study focused on crossover effects of a set of behavioral coping strategies (SOC), specifically, the effect of working spouses' use of SOC on their partner's WFC. Importantly, results suggest the incremental validity of spouses' SOC in predicting partner WFC.

Kevin T. Wynne, APTMetrics

Boris B. Baltes, Wayne State University

Submitter: Kevin T. Wynne, k.wynne@wayne.edu

73-3 High-Performance Work Practices' Impact on Employee Engagement: A Person-Centered Approach

Authors adopt a person-centered approach and propose that individuals can be separated into subgroups based on their desire for autonomy, communion, achievement, and status. The relationship between HPWPs and engagement is proposed to differ across these configural profile groups. Using latent profile analysis finds moderate support for the hypotheses.

Gary R. Thurgood, Utah State University

Murray R. Barrick, Texas A&M University

Submitter: Gary R. Thurgood, gary.thurgood@usu.edu

73-4 Is Coworker Support a Buffer or an Intensifier?

This study challenges 2 competing perspectives (buffering vs. intensifying) to look at the interaction between daily workload and coworker support and how this interaction has an influence on same-day work-family conflict. Results challenge the mainstream hypothesis that views social support as a resource protecting people from stressful events.

Melanie Trottier, University of Quebec in Montreal

Kathleen Bentein, University of Quebec in Montreal

Submitter: Melanie Trottier, trottier.melanie@uqam.ca

73-5 Work-Life Framing: A Mixed Method Approach

A mixed-method design was used to assess ways that individuals frame work-life challenges (e.g., balance, conflict, enrichment, learning) and the subsequent effects on internal states. Results indicated that framing had an impact on how people direct their attention (i.e., self, others, or the future) and the emotions that people experience.

Amy D. Nagley, Seattle Pacific University

Teanna S. Blees, Seattle Pacific University

Paul R. Yost, Seattle Pacific University

Matthew S. Magill, Seattle Pacific University

Hilary G. Roche, Seattle Pacific University

Submitter: Amy D. Nagley, Blackshirea@spu.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. Fragoso, Wayne State University

Reed J. Bramble, Wayne State University

Lotfi S. Kerzabi, Wayne State University

Submitter: Andrew J. Lutz, fw5542@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 performance 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

Jung-Jung Lee, California State University, San Bernardino

Eric J. Cazares, San Francisco Public Utilities Commission

Jose L. 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. Results found significant adverse impact for math outcomes but not for reading outcomes.

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-

family conflict is related positively to undermining behavior and negatively to subordinate's organizational citizenship behavior

Jung Hyun Lee, Seoul National University
Woohee Choi, Seoul National University
Soohyun Yoon, Seoul National University
Seokhwa Yun, Seoul National University

Submitter: Jung Hyun Lee, julielee0829@gmail.com

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, jforrester5@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 Stinglhamer, Université Catholique de Louvain
Barbier Marie, University of Liege
Isabelle Hansez, University of Liege

Submitter: Audrey Babic, Audrey.Babic@ulg.ac.be

73-14 Maximizing on Balance: How Maximizing Decision Styles Affect Work-Life Balance

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 2 labor market intermediaries offering opposite ways to secure nonstandard professional paths ways (i.e., as "quasi employee" or "quasi self-employed").

Fabrice Travagianti, University of Liege
François Pichault, University of Liege
Nadège Lorquet, University of Liege
Audrey Babic, University of Liege

Julie Laurent, University of Liege
Isabelle Hansez, University of Liege
Submitter: Julie Laurent, j.laurent@ulg.ac.be

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, paigehartman@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. Torte, Hofstra University
Maura J. Mills, University of Alabama

Submitter: Leanne M. Torte, M.S., ltortez@gmail.com

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

A 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.

Michael A. Rotch, Auburn University
 Valerie J. Morganson, University of West Florida
 Submitter: Michael A. Rotch

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. Pettey, California State University, San Bernardino
 Mark D. Agars, California State University, San Bernardino
 Nicholas J. Rockwood, California State University, San Bernardino
 Blanka Ceballos, California State University, San Bernardino
 Julian Kirkham, 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, cbarnett1@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@csus.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.

Bridget K. O'Mera, Indiana University–Purdue University Indianapolis
 Margaret S. Stockdale, Indiana University–Purdue University Indianapolis
 Submitter: Bridget 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 Romy, 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.

Kisha S. Jones, Pennsylvania State University, *Chair*

Jaclyn Siegel, Villanova University, Katina Sawyer, Villanova University, *Eating Disorders in the Workplace*

Kayla B. Weaver, Pennsylvania State University, Kisha S. Jones, Pennsylvania State University, *You Just Don't Understand: The Challenges of Managing Depression at Work*

Tiffany D. Johnson, Georgia Tech, *Creating Inclusive Workplaces by Dismantling Stigma: A Case of Autism Job Coaches*

Thomas W. Britt, Clemson University, Kristen S. Jennings, Clemson University, Cynthia L. S. Pury, Clemson University, Heidi Zinzow, Clemson University, Janelle H. Cheung, Oregon Health & Science University, *Creating Organizational Climates That Supports Employees With Mental Health Problems*

Adrienne J. Colella, Tulane University, *Discussant*

Submitter: Kisha S. Jones, kisha.jones@psu.edu

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*

Evava S. Pietri, Indiana University-Purdue University Indianapolis, Corinne A.

Moss-Racusin, Skidmore College, Erin Hennes, Purdue University, John Dovidio, Yale University, Victoria Brescoll, 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, DDI, *Panelist*

Submitter: Brett M. Wells, brwells@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 Arboleda, 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

78. Panel Discussion: 3:30PM-4:50PM N. Hemisphere A4 "That Company Is Great!": Best Practices for Improving

Candidate Experience

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 relevancy of current trends in work-life research, how organizations address work-life issues, and ways to bridge the gap.

Sara J. McKersie, Bowling Green State University, *Co-Chair*

Rachel T. Hill, Bright Horizons Family Solutions, *Co-Chair*

Leslie B. Hammer, 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. McKersie, saramckersie@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, Tetsuhiro Yamada, University of Minnesota, *The Impact of Cognitive Ability on Learning/Performance Velocity and Tradeoffs*

Eric A. Day, University of Oklahoma, Jay H. Hardy, III, Oregon State University, Winfred Arthur, Jr., Texas A&M University, *Exploration-Exploitation Tradeoffs in Self-Regulated Learning: Implications for Training and D*

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

professions—the purpose of this panel is to raise consciousness about implicit bias, its impact both in the workplace and society, and the responsibilities I-O psychologists have to contribute to the solution.

Michael C. Heil, Aon Hewitt, *Co-Chair*

Sarah E. Hill, University of Missouri-St. Louis, *Co-Chair*

Afra S. Ahmad, Zayed University, *Panelist*

Lycia A. Carter, U.S. Customs and Border Protection, *Panelist*

Sayeedul Islam, Farmingdale State College, *Panelist*

Nicholas L. Vasilopoulos, National Security Agency, *Panelist*

Submitter: Michael C. Heil, michael.heil@aonhewitt.com

82. Alternative Session Type with presenters:

3:30PM-4:50PM

N. Hemisphere E4

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.

Rana Moukarzel, Publix Super Markets, Inc., *Co-Chair*

Haitam A. Khoury, American University of Beirut, *Co-Chair*

Soner Dumani, American Institutes for Research (AIR), *Presenter*

Julia M. Fullick-Jagiela, Quinnipiac University, *Presenter*

Ryan C. Johnson, Ohio University, *Presenter*

Elliot D. Lasson, UMBC, *Presenter*

Rebecca L. Stern, Deloitte Consulting LLP, *Presenter*

Jeremy B. Watson, J.D. Power and Associates, *Presenter*

Sallie J. Weaver, National Cancer Institute, *Presenter*

Christopher Wiese, Purdue University, *Presenter*

Jessica L. Wildman, Florida Institute of Technology, *Presenter*

Shrish P. Willett, FMP Consulting, *Presenter*

Submitter: Rana Moukarzel, rana.moukarzel@publix.com

83. Special Events: 3:30PM-4:50PM

S. Hemisphere I

Theme Track: Learning From Career Visionaries to Create Future Contribution Paths

Despite the growth and recognition of I-O psychology, career paths are often described narrowly. As I-O seeks to contribute to ever-changing organization structures and dynamic definitions of work, new “contribution” paths can be explored. During this session, 6 presenters with unique career paths provide guidance about future “contribution” options.

Ted B. Kinney, Select International, *Chair*

Valentina Bruk Lee, Florida International University, *Co-Chair*

Alexander Alonso, Society for Human Resource Management, *Presenter*

Sarah S. Fallaw, DataPoints, *Presenter*

Alexis A. Fink, Intel Corporation, *Presenter*

Rick R. Jacobs, Pennsylvania State University, *Presenter*

Elizabeth B. Kolmstetter, NASA, *Presenter*

Michael M. Woodward, Human Capital Integrated, *Presenter*

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

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84. Panel Discussion: 3:30PM-4:50PM

S. Hemisphere II

Intersecting I-O Psychology and Law Enforcement

Law enforcement leaders and I-O psychologists will discuss the work they are doing and the ways I-O psychologists can effectively build relationships with law enforcement agencies to have a positive impact by assisting them in rising above the challenges they currently face and will likely face in the future.

Alexander T. Jackson, Middle Tennessee State University, *Chair*

S. Bartholomew Craig, North Carolina State University, *Panelist*

Karl Durr, Murfreesboro Police Department, *Panelist*

Chad Legel, IO Solutions, *Panelist*

Terrell McDaniel, Hughes, McDaniel & Associates, *Panelist*

Tracy Trott, Tennessee Highway Patrol, *Panelist*

Mark A. Wilson, NC State University, *Panelist*

Submitter: Alexander T. Jackson, alexander.jackson@mtsu.edu

85. 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 represents the collective wisdom of these groups. The session will then settle into a less structured, audience-participation panel discussion.

Scott M. Brooks, OrgVitality, *Chair*

Brian DeBar, NVIDIA Corporation, *Panelist*

Michael J. Harris, Intel Corporation, *Panelist*

Meghan R. Lowery, Eli Lilly and Company, *Panelist*

Elizabeth A. McCune, Microsoft Corporation, *Panelist*

Kate Scott, Parametric Technology Corp. (PTC), *Panelist*

Submitter: Scott M. Brooks, scott.brooks@orgvitality.com

86. Community of Interest: 4:30PM-5:20PM

Asia 3

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.

Xiaoyuan (Susan) Zhu, University of Connecticut, *Host*

Wen-Dong Li, Chinese University of Hong Kong, *Host*

Deborah K. Ford, Accenture, *Coordinator*

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

87. Poster: 4:30PM-5:20PM

Atlantic BC

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.

Scott K. Alshanski, Central Michigan University

Neil Christiansen, Central Michigan University

Ted B. Kinney, Select International

Mei-Chuan Kung, Select International, Inc.

Chet Robie, Wilfrid Laurier University

Submitter: Scott K. Alshanski, salshanski@gmail.com

87-2 Measuring Traitedness With Person Fluctuation Parameters

This study demonstrates how person fluctuation parameters (PFPs) can be used as measures of traitedness. PFPs represent change in attribute levels across items. 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.

David M. LaHuis, Wright State University

Tyler D. Barnes, Wright State University

Shotaro Hakoyama, Wright State University

Caitlin E. Blackmore, Wright State University

Michael J. Hartman, Wright State University

Submitter: David M. LaHuis, david.lahuis@wright.edu

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.

Jackie Torres, Rice University

Margaret E. Beier, Rice University

Submitter: Jackie Torres, jackietorres@rice.edu

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@mhfi.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.lahuis@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 nonnil, 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 followership theories measure 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 and ΔR versus ΔR^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, srwise@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, kosta021@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 Weissmuller, 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. Ospina, Colorado State University

Steven G. Manning, Colorado State University

Travis J. Drake, Colorado State University

Submitter: Javier H. Ospina, Javier.Ospina@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 are sometimes very strongly influenced by these decisions, illus-

trate 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, ocreinecke@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 Monteith, 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

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-Organization 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 Gültaş, Middle East Technical University
Yonca Toker, Middle East Technical University
Hayriye 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
Ahleah F. Miles, George Washington University
Tara S. Behrend, George Washington University
Michal Kosinski, Stanford University
Submitter: David L. Tomczak, daveetomczak@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, yoonx343@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. Lefkowitz, 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 on important issues and best practices related to diversity and inclusion.

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. McGonagle, 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**Asia 5****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**Australia 3****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, Tod 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, *Discussant*

Submitter: Julie J. Lanz, julie.j.lanz@gmail.com

92. Alternative Session Type with presenters:**5:00PM-5:50PM****N. Hemisphere A1****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**N. Hemisphere A2****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?*Deidra J. Schleicher, 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**N. Hemisphere A3****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 Longabaugh, 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**N. Hemisphere A4****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 Haime, Guardian Life Insurance, *Chair*Miriam Ort, PepsiCo, *Presenter*Scott Eggebeen, New York University, *Presenter*Uri Ort, Hogan Assessment Systems, *Presenter*Benjamin J. Taylor, HireVue, *Presenter*William Pasmore, UEL, *Presenter*

Submitter: Uri Ort, lo2247@tc.columbia.edu

95. Symposium/Forum: 5:00PM-5:50PM**N. Hemisphere E1****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 the education 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*

Jason D. Way, ACT, Inc., Alex Casillas, ACT, Inc., Tamera L. McKinniss, ACT, Inc.,

*An Integrated Framework of Behavioral Skills for Education and Work*Tamera L. McKinniss, ACT, Inc., Alex Casillas, ACT, Inc., Jason D. Way, ACT, Inc., *Outcomes Across the Education to Career Continuum*Michelle L Jackson, Illinois Institute of Technology, Samuel T. McAbee, Illinois Institute of Technology, Kristina N. Bauer, Illinois Institute of Technology, *Classroom to Kitchen: Predicting Performance and Transfer of Culinary Skills*Evan Mulfinger, 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

96. Alternative Session Type with multiple papers:

5:00PM-5:50PM

N. Hemisphere E2

Gaming and Gamification IGNITE: Current Trends in Research and Application

The use of games and gamification in both research and practice is growing at a fast pace. This IGNITE/Research Incubator session reviews current trends in both research and practice and sparks conversation within the I-O community about the direction the games/gamification area needs to move in the future.

Michael B. Armstrong, Old Dominion University, *Co-Chair*Diana R. Sanchez, Colorado State University, *Co-Chair*Kristina N. Bauer, Illinois Institute of Technology, *Co-Chair*Diana R. Sanchez, Colorado State University, Saar Van Lysebetten, Ghent University, *Findings From a Meta-Analysis on Training Games and Learning Outcomes: Future Directions*Michael B. Armstrong, Old Dominion University, Andrew B. Collmus, Old Dominion University, Richard N. Landers, Old Dominion University, *Investigating the Effects of Leaderboards on Performance and Learning Outcomes*Ioannis Nikolaou, Athens University of Economics & Business, Konstantina Georgiou, Athens University of Economics & Business, *Serious Gaming and Applicant Reactions: The Role of Openness to Experience*Cintya Caribay Garcia Marquez, Illinois Institute of Technology, Kristina N. Bauer, Illinois Institute of Technology, Richard N. Landers, Old Dominion University, *Goal Orientation as a Moderator of the Gamification-Performance Relationship*Alison E. Carr, Shaker Consulting Group, Andrew J. Barsa, Shaker Consulting Group, Jensen T. Mecca, Shaker Consulting Group, Christine L. Pusilo, Amazon.com, *Gaming the System: Psychometric Rigor, Device Agnosticism, and Gamified Assessments*Benjamin Hawkes, Shell International, *Evidence-Based Guidelines and Considerations for Game-Based Assessment*Kurt Kraiger, Colorado State University, *Discussant*

Submitter: Michael B. Armstrong, marms018@odu.edu

97. Symposium/Forum: 5:00PM-5:50PM N. Hemisphere E3**Optimizing Validity/Diversity Tradeoffs in Employee Selection**

Selection systems are typically designed to maximize both validity and diversity goals. Recent advances in computational methods offer new approaches to item scoring and test battery construction that simultaneously optimize both outcomes. This session will examine the effectiveness and stability of multiattribute optimization techniques in applied settings.

Scott B. Morris, Illinois Institute of Technology, *Chair*Adam W. Meade, North Carolina State University, Isaac Benjamin Thompson, Red Hat, Alexander R. Schwall, DDI, *Optimizing Validity While Controlling Adverse Impact With Ant Colony Optimization*Maxwell G. Porter, Illinois Institute of Technology, Scott B. Morris, Illinois Institute of Technology, Wilfried De Corte, Ghent University, *Pareto-Optimal Composites: Predicted Versus Realized Validity-Diversity Tradeoffs*Q. Chelsea Song, University of Illinois at Urbana-Champaign, Daniel A. Newman, University of Illinois at Urbana-Champaign, Serena Wee, Singapore Management University, *Approximating Diversity Shrinkage From Pareto Weights for Diversity-Performance Tradeoffs*Arthur Gutman, DCI Consulting, *Discussant*

Submitter: Scott B. Morris, scott.morris@iit.edu

98. Symposium/Forum: 5:00PM-5:50PM N. Hemisphere E4**Age and Emotional Competencies at Work**

Understanding the processes through which age-related changes in work behaviors occur is becoming increasingly important. Research on emotions and affective abilities is an area that represents a theoretically strong foundation for explaining these age related processes. This symposium presents studies that examine emotional abilities from variety of perspectives.

Greg R. Thrasher, Wayne State University, *Co-Chair*Cort W. Rudolph, Saint Louis University, *Co-Chair*Anna Faber, Justus-Liebig-University Giessen, Frank Walter, Justus-Liebig-University Giessen, *Age and Emotional Aperture: The Moderating Role of Agreeableness*Greg R. Thrasher, Wayne State University, Marcus W. Dickson, Wayne State University, *Getting Old at the Top: The Role of Affective Abilities*Eileen C. Toomey, Saint Louis University, Cort W. Rudolph, Saint Louis University, *Age-Conditional Effects of Within-Person Empathy on Emotional Labor*
Gwenith G. Fisher, Colorado State University, *Discussant*

Submitter: Greg R Thrasher, thrasher@oakland.edu

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, Shreya T. Sarkar-Barney, UC Berkeley, *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, Blaine H Gaddis, Hogan Assessment Systems, *Using Archival Data to Create Synthetic Validity Tables*

Submitter: Brandon Ferrell, bferrell@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

**Turn the page for
information on the
top posters at SIOP!**



102. Poster: 6:00PM-6:50PM**N. Hemisphere CD****Top Poster Session****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, slgarrett@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

Winnie 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 these 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 on-line 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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Lessons and Advice

Dr. Scott Brooks

Thursday, 4/27, 3:30-5:00 PM

Using the Blank Box:

Innovations to Optimize Use of Comments

Dr. Victoria Hendrickson

Thursday, 4/27 12:00 - 1:20 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

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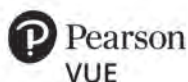
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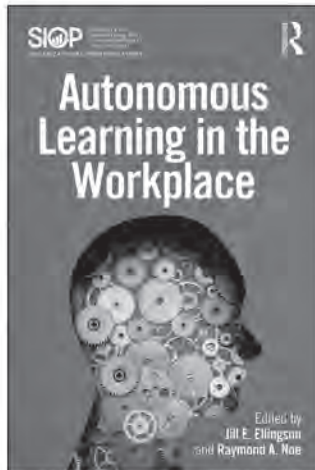
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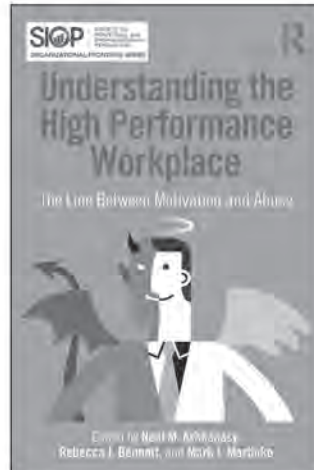


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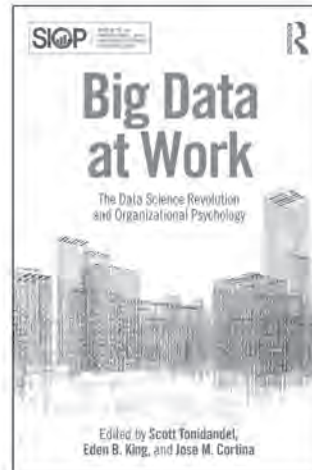
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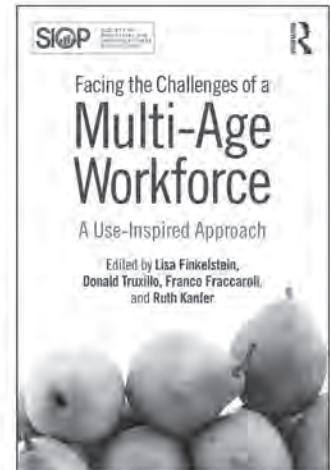
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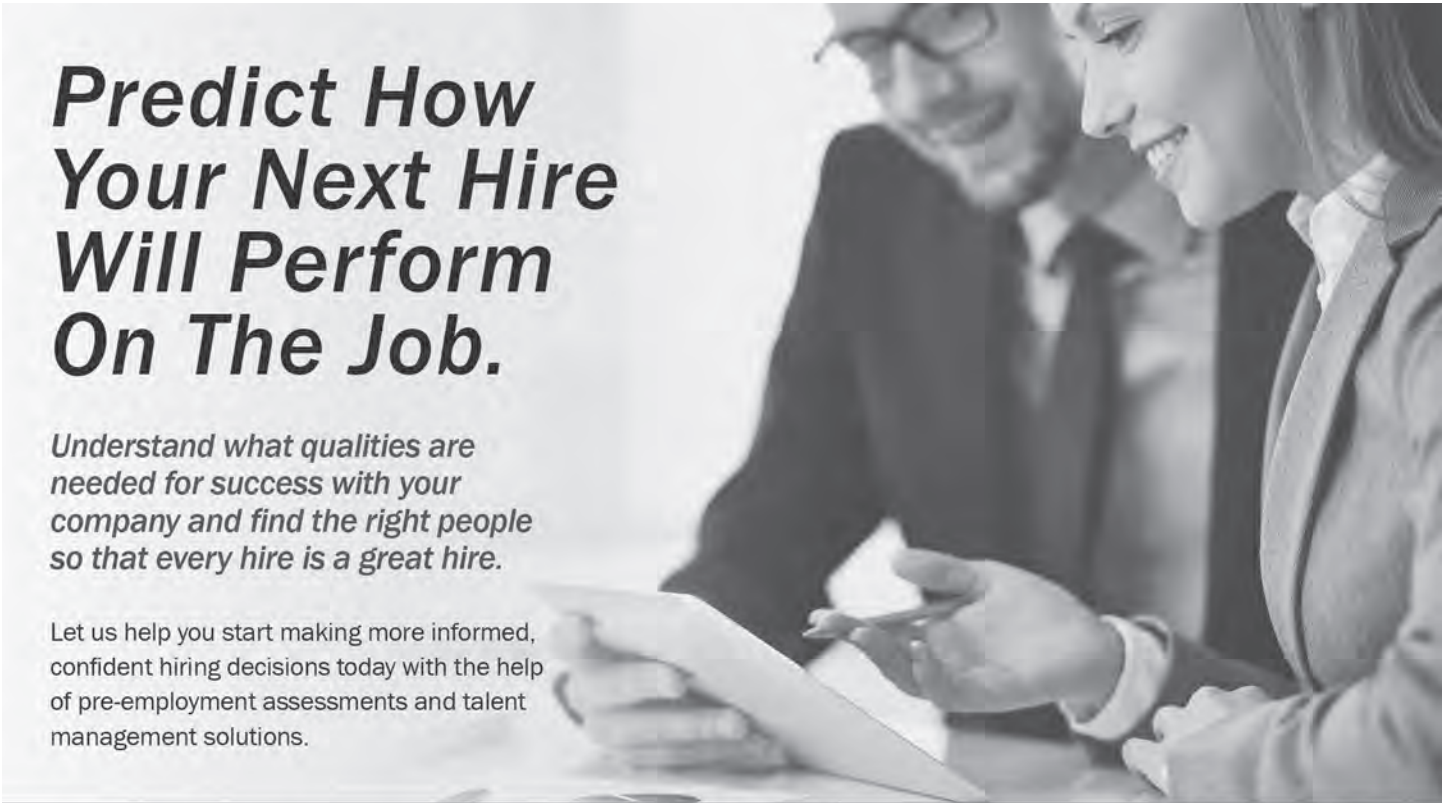


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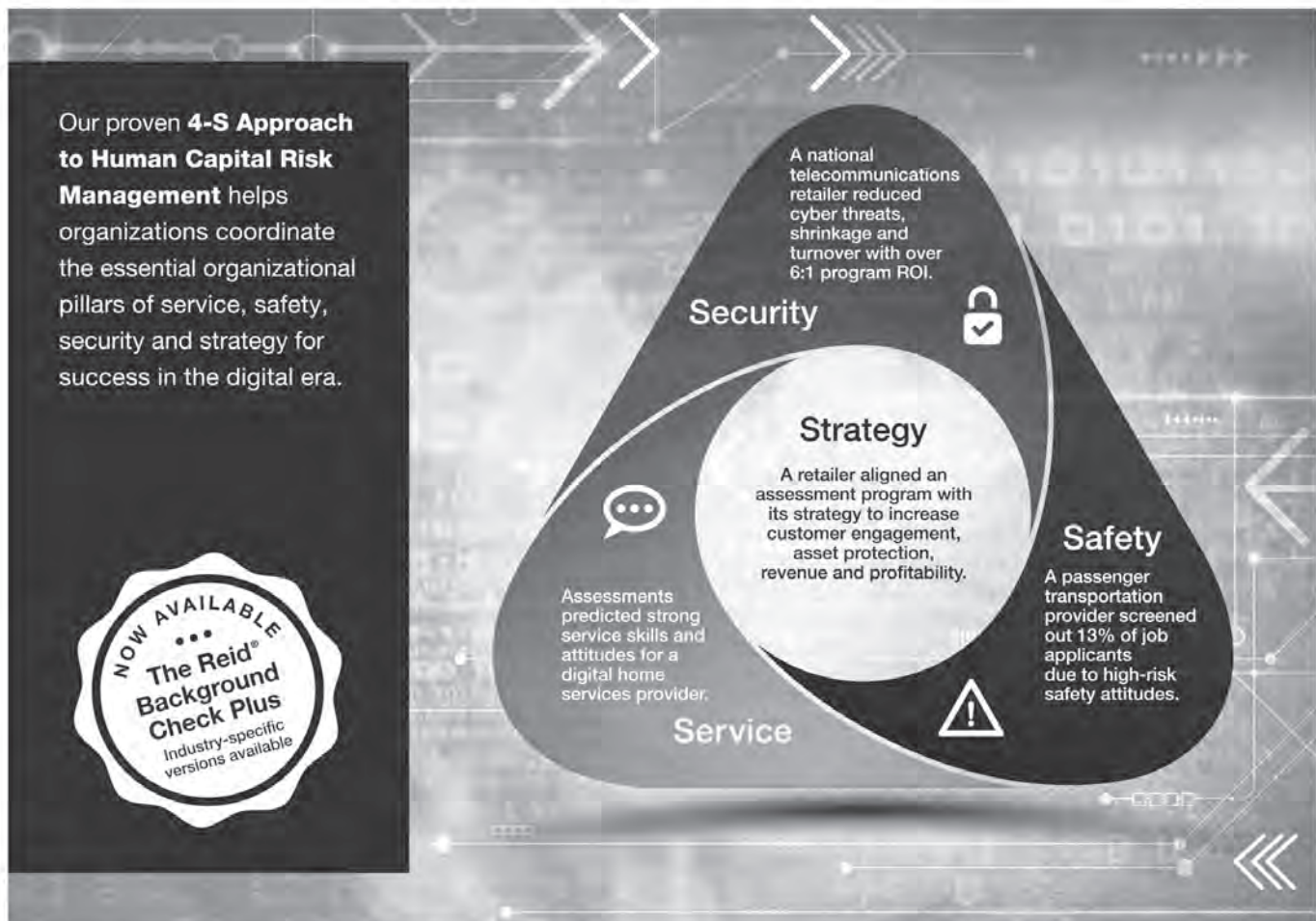
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Time	Americas Seminar Room	Asia 1	Asia 2	Asia 3	Asia 4	Asia 5	Atlantic BC	Australia 3	N. Hemisphere A1	N. Hemisphere A2	N. Hemisphere A3
8:00 AM	103: Teaching Big Data Methods in I-O Graduate Curriculum: A Primer	104: Would I Lie To You? Applicant Faking Behavior and Motivation	105: Continuous Listening: Innovative Engagement Surveys Done More Frequently	106: Growing Local Communities of Work Psychologists Globally	107: Multiple Climates: Studying the Gaps in Between	108: The Dynamics Within: Understanding and Improving Intra-team States		109: New Approaches in LGBT Research in I-O Psychology	110: Friday Seminar: The Use of "Mobile" Devices in Employment-Related Testing and Assessment	111: Friday Seminar: Bridging the Scientist-Practitioner Gap: Becoming Better-Informed Consumers of Research Findings	112: Examining Different Perspectives in Bridge Employment Research
8:30 AM							123: Poster Session: Innovation/Tech				
9:00 AM											
9:30 AM	Coffee Break										
10:00 AM	124: Does the Format Matter? Advancements in Rating Format Research	125: Examining Individual Strategies Utilized by Employees to Combat Occupational Stress	126: Employee Selection Decision Processes: Efficient, Fair, and Accurate	127: Trends in Job Analysis Research & Practice	128: Factors in 360-Degree Ratings	129: Analytics Has a Seat at the Table: Now What?	130: Poster Session: Motivation/ Staffing	131: Ideal Point IRT Modeling: Advances in Personality Assessment			132: Exploring New Frontiers: Building Better Teams on Earth and Beyond
10:30 AM											
11:00 AM								143: Executive Board Session: A Conversation With SIOP Leadership		144: Poster Session: Leadership/ Coaching	
11:30 AM	145: "Mastering" the Job Market: Advice From Master's Level Professionals	146: What Really Matters? The What and How of Salary Negotiations	147: Leading and Managing Employees With Toxic Selves in Modern Workplace	148: Dueling Consultants	149: Talent Analytics That Work: Making a Real Organizational Impact	150: Leadership and Innovation: New Theoretical and Empirical Developments	151: Friday Seminar: The Intersection of Diversity and Defensibility	152: Friday Seminar: Experience Sampling Methodology	153: Serious Assessment Games and Gamified Assessment: Emerging Evidence		
12:00 PM										164: Shootings and Hate Crimes: How I-Os Can Help & Support	165: Poster Session: Inclusion
12:30 PM											
1:00 PM	166: Identifying Grit in Existing Personality and Other Individual Differences Taxonomies	167: From Likes to Impact: The Payoffs of Social Media Involvement	168: New Advances in Research on the Validity of Vocational Interests	169: Multiteam Systems	170: Job Applicant Reactions	171: Small Business, Big Impact: Applying I-O Psychology to Small Employers				172: Poster Session: Health & Safety	173: Mobile Testing "In the Wild": Apps, Reactions, Images, and Criterion Validity
1:30 PM											
2:00 PM											
2:30 PM	Coffee Break										
3:00 PM	184: Team-Related Constructs: How and What to Measure?	185: Using Competency Models in Educational Environments to Create Work-Ready Professionals	186: Executive Board Session: Building the ROI of I-O through IMPACT Initiatives	187: Editorial Landscape: Where We've Been and Where We're Going	188: Supporting Success for Workers With Disabilities	189: I-O's Role in Advancing HR in the Big Data Charge	190: Poster Session: Org Performance/ Decision Making	191: Providing Social Support- Helping or Harming the Provider?	192: Friday Seminar: Performance Management Reform: What Works and Where We're Still Missing	193: Friday Seminar: Automated Conversion of Social Media into Data: Demonstration and Tutorial	194: (MIs) Measuring Leadership Fit: Difficult, Dynamic & a Game-Changer to Company Success
3:30 PM											
4:00 PM	205: Measurement Matters: Solving Global Problems Through I-O Psychology	206: Executive Board Session: Update on the Revised SIOP Principles	207: Technology Trends Leading HR Practice: Key Opportunities for Research?	208: IGNITE Mergers & Acquisitions in the I-O World	209: Get It Together: When Assessment Practices and Business Strategy Converge	210: Poster Session: Perf Mgmt/ Withdrawal/ Job Analysis	211: Speed Dating: Finding the Right Approach to Accelerate Performance				
4:30 PM											
5:00 PM		222: Not Ready for AARP Yet?: Exploring I-O Mid-Career Issues	223: Executive Board Session: Simple, Social SIOP: Collaborating to Increase SIOP's Social Media Reach	224: The Meaning and Usefulness of Resilience and Grit for I-O Psychology	225: 225: IGNITE Employee Insights and "Blow Up" Organizational Surveys	226: Whole "Nother Ball Game? Talent Management in Sports Organizations		227: SIOP 2017 Living History Series Presents: Sheldon Zedeck		228: Integration of Women Into U.S. Army Combat Arms Occupations	
5:30 PM											

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

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Registration

8:00 AM-5:00 PM

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9:30 AM-10:00 AM

2:30 PM-3:00 PM

Atlantic BC

Concession Lunch

11:30 AM-1:00 PM

Atlantic BC

Speed Mentoring

5:00 PM-6:30 PM

Practice: S. Hemisphere IV

Science Funding: S. Hemisphere V

LGBT Social Hour

6:00 PM-7:30 PM

Americas Seminar Room

Committee Meetings

Women's Inclusion Network

12:00 PM-1:00 PM

Australia 21

LGBT and Allies Issues Meeting

3:00 PM-4:00 PM

Australia 2

Time	N. Hemisphere A4	N. Hemisphere E1	N. Hemisphere E2	N. Hemisphere E3	N. Hemisphere E4	Pacific BC	S. Hemisphere I	S. Hemisphere II	S. Hemisphere III	S. Hemisphere IV	S. Hemisphere V
8:00 AM	113: The Hungry Mind: Why Companies Hire and Promote for Curiosity	114: Are Competency Modeling Best Practices Still Best Practices?	115: True Grit for Tough Jobs: Individual and Group-level Employee Resilience	116: The Treasure Trove Within: Building an Evidence-Based Workforce Planning Approach	117: From Challenges to Solutions: Research and Practice in Workplace Safety		118: High-Fidelity Simulation Scoring-Practices: Tricks of the Trade Revealed!	119: Back to our Scientific Roots: Using Evidence-Based Approaches in HR	120: Agile I-O: Toolkit for Faster Better R&D	121: Emerging Coaches: Where Do I Go From Here?	122: Science-Practice Exchange: Ready or Not... Technology's Implications for Leadership Development
8:30 AM											
9:00 AM											
9:30 AM	Coffee Break										
10:00 AM	133: <i>Featured Session: The Future of I-O in Practice: Insights From Award Winners</i>	134: Viva la Affective Revolution! Using Affect to Understand Organizational Behavior	135: Game-Based Assessment: Concepts and insight From Research and Practice	136: Invisible Identities, Valuable Allies: Engaging Hidden Diversity Advocates	137: Making Better Business Decisions? Risks and Rewards in Big Data		138: Why, How, and When: Advancing the Literature on Workplace Incivility	139: How Do (and Should) We Make Sense of Our Data?	140: Promoting and Understanding Survey Response Effort	141: Dos and Don'ts: Thriving as PhD, Masters, and Undergraduate Students	142: Hacking It in Academia—Life-Hacks for Women in Academic Careers
10:30 AM											
11:00 AM											
11:30 AM	154: <i>Master Collaboration: What We Did Not Learn in Graduate School</i>	155: The Science and Practice of High Potentials	156: Physical Abilities Testing: Lessons Learned in Test Development and Validation	157: Automated Data Collection: An Introduction to Web Scraping With Python	158: Gender Disparities in the STEM Workforce: Addressing the Pipeline Leaks		159: <i>Alliance Special Session: Ethical, Rigorous and Relevant Research</i>	160: Assessment Centers: Advances in Scoring and Interpretation	161: Future Leaders Please Stand Up: Evolving Succession Planning Through Metrics	162: Why Job Stressors Impact Voice Behavior: An Ego Depletion Perspective	163: Can We Overcome the Law Enforcement Staffing Crisis?
12:00 PM											
12:30 PM											
1:00 PM	174: <i>Featured Session: Disruptors in the Field: Thinking Forward With Practice Award Winners</i>	175: Identities at Work: Self-Concept in Organizational Settings	176: Alternative Measures of g: Not Your Grandfather's Cognitive Tests	177: Innovative Approaches to Adverse Impact Analysis	178: Best Practices in Personality-Oriented Job Analysis		179: Practical Guidance for Developing and Implementing Ideal Point Measurement Models	180: Meeting the Challenges of Leadership Development Across Contexts	181: Using Latent Profiles to Capture Emotional Complexity	182: Science-Practice Exchange: Using Positive Psychology to Enhance Negative Feedback Interventions	183: #TheStrugglesReal: What You Didn't Learn in Graduate School
1:30 PM											
2:00 PM											
2:30 PM	Coffee Break										
3:00 PM	195: The Toothless I-O Shark Tank	196: Opportunities and Challenges in Electronic Human Resource Management	197: Demonstrating the Varied Uses of Computational Models	198: I-O Entrepreneurs: Applying Psychology to Startups & Small Businesses	199: Going Global: Cross-Cultural Measurement of Big Five Personality Scales		200: Going Beyond the Behavior: Systematically Understanding Consequences of Proactive Behavior	201: Is Employee Engagement Still Relevant to Modern Organizations? A Debate	202: Making Leaders Great Again	203: Training Healthcare Teams: The Anatomy of TeamSTEPPS	204: Communications and Analytics: Creating Impact With Data-driven Insights
3:30 PM											
4:00 PM	213: Analysis and Measurement: Where Data Science and I-O Intersect	218: Best Practices for Fostering the Career Development of Millennials	219: Advanced Measurement of Team Dynamics	220: The Changing Nature of Work: Empirical Trends and Organizational Responses	214: The Dark Side of Personality: Risks & Benefits in Organizations	221: <i>Invited Session: SIOP Shaken & Stirred</i>	215: Thinking About Systems Thinking: Conceptual Review, Measurement, and Criterion-Related Validity	216: All Quiet on the Organizational Front: Knowledge Hiding and Silence	217: The Doctor Is In: Organizational Culture Change in Healthcare		
4:30 PM											
5:00 PM	229: Implementing Competencies: The Devil Is in the Details				230: The Maturation of Quality of Hire: I-O Psychologist's Take		231: Test Design Considerations for Optimal Measurement Precision	232: Facilitating Optimal Internships: Considerations, Challenges, and Opportunities	233: Mix Methods Approaches to Understanding Meaning and Meaningfulness of Work		
5:30 PM											

Executive Board Session

HR Practitioner Track

Poster Session

Alliance Session

Invited Session

Featured Session



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!

Careers/Mentoring/Socialization/Onboarding/Retirement

- 112 Examining Different Perspectives in Bridge Employment Research, N. Hemisphere A3, 8:00AM
 218 Best Practices for Fostering the Career Development of Millennials, N. Hemisphere E1, 4:30PM
 222 Not Ready for AARP Yet?: Exploring I-O Midcareer Issues, Asia 1, 5:00PM

Coaching/Leadership Development

- 121 Emerging Coaches: Where Do I Go From Here?, S. Hemisphere IV, 8:00AM
 144 Posters 7, 9, 17, 18, 23, 25, 29, 30, & 33, Atlantic BC, 11:00AM
 227 The SIOP 2017 Living History Series Presents: Sheldon Zedeck, Australia 3, 5:00PM

Consulting Practices/Ethical Issues

- 123 Poster 3, Atlantic BC, 8:30AM
 144 Posters 3 & 5, Atlantic BC, 11:00AM
 146 What Really Matters? The What and How of Salary Negotiations, Asia 1, 11:30AM
 148 Dueling Consultants: Am I the Smarter One Here?, Asia 4, 11:30AM
 183 #TheStrugglesReal: What You Didn't Learn in Graduate School, S. Hemisphere V, 1:00PM
 195 The Toothless I-O Shark Tank, N. Hemisphere A4, 3:00PM

Counterproductive Behavior/Workplace Deviance

- 138 Why, How, and When: Advancing the Literature on Workplace Incivility, S. Hemisphere I, 10:00AM
 216 All Quiet on the Organizational Front: Knowledge Hiding and Silence, S. Hemisphere II, 4:00PM
 b134 Viva la Affective Revolution! Using Affect to Understand Organizational Behavior, N. Hemisphere E1, 10:00AM
 181 Using Latent Profiles to Capture Emotional Complexity, S. Hemisphere III, 1:00PM

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

- 210 Posters 1, 4-6, 9, 10, 11, 13-15, 19, 21, 22, & 28, Atlantic BC, 4:00PM

Groups/Teams

- 108 The Dynamics Within: Understanding and Improving Intrateam States, Asia 5, 8:00AM
 132 Exploring New Frontiers: Building Better Teams on Earth and Beyond, N. Hemisphere A3, 10:00AM
 169 Multiteam Systems, Asia 3, 1:00PM
 184 Team-Related Constructs: How and What to Measure?, Americas Seminar Room, 3:00PM
 203 Training Healthcare Teams: The Anatomy of TeamSTEPPS, S. Hemisphere IV, 3:00PM
 219 Advanced Measurement of Team Dynamics, N. Hemisphere E2, 4:30PM

Human Factors/Ergonomics

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

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

- 109 New Approaches in LGBT Research in I-O Psychology, Australia 3, 8:00AM
 136 Invisible Identities, Valuable Allies: Engaging Hidden Diversity Advocates, N. Hemisphere E3, 10:00AM
 142 Hacking It in Academia: Life Hacks for Women in Academic Careers, S. Hemisphere V, 10:00AM
 151 Friday Seminar: The Intersection of Diversity and Defensibility, N. Hemisphere A1, 11:30AM
 158 Gender Disparities in the STEM Workforce: Addressing the Pipeline Leaks, N. Hemisphere E4, 11:30AM
 165 Posters 1-33, Atlantic BC, 12:00PM
 188 Removing Barriers and Supporting Success for Workers With Disabilities, Asia 4, 3:00PM
 212 LGBT Inclusion in a Diverse World, N. Hemisphere A3, 4:00PM

Innovation/Creativity

- 123 Posters 1, 7-11, 15-17, 23-25, & 28-32, Atlantic BC, 8:30AM
 150 Leadership and Innovation: New Theoretical and Empirical Developments, Australia 3, 11:30AM

Job Analysis/Job Design/Competency Modeling

- 114 Are Competency Modeling Best Practices Still Best Practices?, N. Hemisphere E1, 8:00AM
 127 Trends in Job Analysis Research and Practice, Asia 3, 10:00AM
 185 Using Competency Models in Educational Environments to Create Work-Ready Professionals, Asia 1, 3:00PM
 210 Posters 16, 20, 25, 30, & 31, Atlantic BC, 4:00PM
 229 Implementing Competencies: The Devil Is in the Details, N. Hemisphere A4, 5:00PM

Job Attitudes/Engagement

- 105 Continuous Listening: Innovative Engagement Surveys Done More Frequently, Asia 2, 8:00AM
 201 Is Employee Engagement Still Relevant to Modern Organizations? A Debate, S. Hemisphere II, 3:00PM
 225 IGNITE Employee Insights and "Blow Up" Organizational Surveys, Asia 4, 5:00PM
 233 Mixed Methods Approaches to Understanding Meaning and Meaningfulness of Work, S. Hemisphere III, 5:00PM

Job Performance/Citizenship Behavior

- 162 Why Job Stressors Impact Voice Behavior: An Ego Depletion Perspective, S. Hemisphere IV, 11:30AM
 190 Posters 1, 3-6, 8-20, 22-25, 27, 29, & 31-33, Atlantic BC, 3:00PM
 200 Going Beyond the Behavior: Systematically Understanding Consequences of Proactive Behavior, S. Hemisphere I, 3:00PM

Judgment/Decision Making

- 190 Posters 2, 7, 21, 26, 28, & 30, Atlantic BC, 3:00PM

Leadership

- 143 Executive Board Special Session: A Conversation With SIOP Leadership, Asia 3, 11:00AM
 144 Posters 1, 2, 4, 6, 8, 10-16, 19-22, 24, 26-28, 31, 32, & 34, Atlantic BC, 11:00AM
 175 Identities at Work: Self-Concept in Organizational Settings, N. Hemisphere E1, 1:00PM
 180 Meeting the Challenges of Leadership Development Across Contexts, S. Hemisphere II, 1:00PM
 194 (Mis)Measuring Leadership Fit: Difficult, Dynamic and a Game Changer to Company Success, N. Hemisphere A3, 3:00PM
 198 I-O Entrepreneurs: Applying Psychology to Startups and Small Businesses, N. Hemisphere E3, 3:00PM
 202 Making Leaders Great Again, S. Hemisphere III, 3:00PM

Legal Issues/Employment Law

- 137 Making Better Business Decisions? Risks and Rewards in Big Data, N. Hemisphere E4, 10:00AM
 177 Innovative Approaches to Adverse Impact Analysis, N. Hemisphere E3, 1:00PM

Measurement/Statistical Techniques

- 103 Teaching Big Data Methods in I-O Graduate Curriculum: A Primer, Americas Seminar Room, 8:00AM
 124 Does the Format Matter? Advancements in Rating Format Research, Americas Seminar Room, 10:00AM
 131 Ideal Point IRT Modeling: Advances in Personality Assessment, Australia 3, 10:00AM
 139 How Do (and Should) We Make Sense of Our Data?, S. Hemisphere II, 10:00AM
 152 Friday Seminar: Experience Sampling Methodology, N. Hemisphere A2, 11:30AM
 179 Practical Guidance for Developing and Implementing Ideal Point Measurement Models, S. Hemisphere I, 1:00PM
 213 Analysis and Measurement: Where Data Science and I-O Intersect, N. Hemisphere A4, 4:00PM
 231 Test Design Considerations for Optimal Measurement Precision, S. Hemisphere I, 5:00PM

Motivation/Rewards/Compensation

- 130 Posters 1-3, 8, 9, 12-14, 16, 18, 27-29, 33, & 34, Atlantic BC, 10:00AM
 224 The Meaning and Usefulness of Resilience and Grit for I-O Psychology, Asia 3, 5:00PM

Occupational Health/Safety/Stress & Strain/Aging

- 115 True Grit for Tough Jobs: Individual and Group-Level Employee Resilience, N. Hemisphere E2, 8:00AM
- 117 From Challenges to Solutions: Research and Practice in Workplace Safety, N. Hemisphere E4, 8:00AM
- 125 Examining Individual Strategies Utilized by Employees to Combat Occupational Stress, Asia 1, 10:00AM
- 172 Posters 1-34, Atlantic BC, 1:00PM
- 191 Providing Social Support: Helping or Harming the Provider?, Australia 3, 3:00PM

Organizational Culture/Climate

- 107 Multiple Climates: Studying the Gaps In Between, Asia 4, 8:00AM
- 217 The Doctor Is In: Organizational Culture Change in Healthcare, S. Hemisphere III, 4:00PM

Organizational Performance/Change/Downsizing/OD

- 208 IGNITE + Panel Discussion: M&As in the I-O World, Asia 4, 4:00PM

Performance Appraisal/Feedback/Performance Management

- 128 Factors to Consider in 360-Degree Feedback Ratings, Asia 4, 10:00AM
- 182 Science-Practice Exchange: Using Positive Psychology to Enhance Negative Feedback Interventions, S. Hemisphere IV, 1:00PM
- 192 Friday Seminar: Performance Management Reform: What Works and Where We're Still Missing, N. Hemisphere A1, 3:00PM
- 210 Posters 2, 3, 7, 8, 12, 17, 18, 23, 24, 26, 27, 29, 32, & 33, Atlantic BC, 4:00PM
- 211 Speed Dating: Finding the Right Approach to Accelerate Performance, Australia 3, 4:00PM
- 228 Integration of Women Into U.S. Army Combat Arms Occupations, N. Hemisphere A3, 5:00PM

Personality

- 104 Would I Lie To You? Applicant Faking Behavior and Motivation, Asia 1, 8:00AM
- 113 The Hungry Mind: Why Companies Hire and Promote for Curiosity, N. Hemisphere A4, 8:00AM
- 147 Leading and Managing Employees With Toxic Selves in Modern Workplace, Asia 2, 11:30AM
- 166 Identifying Grit in Existing Personality and other Individual Differences Taxonomies, Americas Seminar Room, 1:00PM
- 168 New Advances in Research on the Validity of Vocational Interests, Asia 2, 1:00PM
- 178 Best Practices in Personality-Oriented Job Analysis, N. Hemisphere E4, 1:00PM
- 214 The Dark Side of Personality: Risks and Benefits in Organizations, N. Hemisphere E4, 4:00PM

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

- 164 Shootings and Hate Crimes: How I-Os Can Help & Support, Asia 3, 12:00PM
- 186 Executive Board Special Session: Building the ROI of I-O Through IMPACT Initiatives, Asia 2, 3:00PM
- 205 Measurement Matters: Solving Global Problems Through I-O Psychology, Asia 1, 4:00PM

Research Methodology (e.g., surveys)

- 120 Agile I-O: Toolkit for Faster Better R&D, S. Hemisphere III, 8:00AM
- 140 Promoting and Understanding Survey Response Effort, S. Hemisphere III, 10:00AM
- 197 Demonstrating the Varied Uses of Computational Models, N. Hemisphere E2, 3:00PM

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

- 116 The Treasure Trove Within: Building an Evidence-Based Workforce Planning Approach, N. Hemisphere E3, 8:00AM
- 130 Posters 4-7, 10, 11, 15, 17, 19-26, & 30-32, Atlantic BC, 10:00AM
- 155 The Science and Practice of High Potentials, N. Hemisphere E1, 11:30AM
- 161 Future Leaders Please Stand Up: Evolving Succession Planning Through Metrics, S. Hemisphere III, 11:30AM
- 163 Can We Overcome the Law Enforcement Staffing Crisis?, S. Hemisphere V, 11:30AM

- 170 Applicant Reactions During Selection: Overview and Prelude to a Review, Asia 4, 1:00PM

- 232 Facilitating Optimal Internships: Considerations, Challenges, and Opportunities, S. Hemisphere II, 5:00PM

Strategic HR/Utility/Changing Role of HR

- 119 Back to our Scientific Roots: Using Evidence-Based Approaches in HR, S. Hemisphere II, 8:00AM
- 129 Analytics Has a Seat at the Table: Now What?, Asia 5, 10:00AM
- 149 Talent Analytics That Work: Making a Real Organizational Impact, Asia 5, 11:30AM
- 171 Small Business, Big Impact: Applying I-O Psychology to Small Employers, Asia 5, 1:00PM
- 189 I-O's Role in Advancing HR in the Big Data Charge, Asia 5, 3:00PM
- 204 Communications and Analytics: Creating Impact With Data-Driven Insights, S. Hemisphere V, 3:00PM
- 209 Get It Together: When Assessment Practices and Business Strategy Converge, Asia 5, 4:00PM
- 220 The Changing Nature of Work: Empirical Trends and Organizational Responses, N. Hemisphere E3, 4:30PM
- 221 Invited Session: SIOP Shaken & Stirred, Pacific BC, 4:30PM
- 226 Whole 'Nother Ball Game? Talent Management in Sports Organizations, Asia 5, 5:00PM

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

- 106 Growing Local Communities of Work Psychologists Globally, Asia 3, 8:00AM
- 133 Featured Session: The Future of I-O in Practice: Insights From Award Winners, N. Hemisphere A4, 10:00AM
- 141 Dos and Don'ts: Thriving as PhD, Master's, and Undergraduate Students, S. Hemisphere IV, 10:00AM
- 145 "Mastering" the Job Market: Advice From Master's Level Professionals, Americas Seminar Room, 11:30AM
- 154 Master Collaboration: What We Did Not Learn in Graduate School, N. Hemisphere A4, 11:30AM
- 159 Alliance Special Session: Ethical, Rigorous and Relevant Research, S. Hemisphere I, 11:30AM
- 174 Featured Session: Disruptors in the Field: Thinking Forward With Practice Award Winners, N. Hemisphere A4, 1:00PM
- 187 Editorial Landscape: Where We've Been and Where We're Going, Asia 3, 3:00PM

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

- 122 Science-Practice Exchange: Ready or Not... Technology's Implications for Leadership Development, S. Hemisphere V, 8:00AM
- 123 Posters 2, 4-6, 12-14, 18-22, 26, 27, & 33, Atlantic BC, 8:30AM
- 135 Game-Based Assessment: Concepts and Insight From Research and Practice, N. Hemisphere E2, 10:00AM
- 153 Serious Assessment Games and Gamified Assessment: Emerging Evidence, N. Hemisphere A3, 11:30AM
- 157 Automated Data Collection: An Introduction to Web Scraping With Python, N. Hemisphere E3, 11:30AM
- 167 From Likes to Impact: The Payoffs of Social Media Involvement, Asia 1, 1:00PM
- 173 Mobile Testing "In the Wild": Apps, Reactions, Images, Criterion Validity, Australia 3, 1:00PM
- 193 Friday Seminar: Automated Conversion of Social Media Into Data: Demonstration and Tutorial, N. Hemisphere A2, 3:00PM
- 196 Opportunities and Challenges in Electronic Human Resource Management, N. Hemisphere E1, 3:00PM
- 207 Technology Trends Leading HR Practice: Key Opportunities for Research?, Asia 3, 4:00PM
- 223 Executive Board Special Session: Simple, Social SIOP: Collaborating to Increase SIOP's Social Media Reach, Asia 2, 5:00PM

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

- 110 Friday Seminar: The Use of Mobile Devices in Employment-Related Testing and Assessment, N. Hemisphere A1, 8:00AM
- 118 High-Fidelity Simulation Scoring Practices: Tricks of the Trade Revealed!, S. Hemisphere I, 8:00AM
- 126 Automated Essay Scoring: Human Versus Machine, Asia 2, 10:00AM

- 156 Physical Abilities Testing: Lessons Learned in Test Development and Validation, N. Hemisphere E2, 11:30AM
160 Assessment Centers: Advances in Scoring and Interpretation, S. Hemisphere II, 11:30AM
176 Alternative Measures of g: Not Your Grandfather's Cognitive Tests, N. Hemisphere E2, 1:00PM

- 199 Going Global: Cross-Cultural Measurement of Big Five Personality Scales, N. Hemisphere E4, 3:00PM
206 Executive Board Special Session: Update on the Revised SIOP Principles, Asia 2, 4:00PM
230 The Maturation of Quality of Hire: I-O Psychologist's Take, N. Hemisphere E4, 5:00PM



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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. Woolbridge, 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, Reinout E. de Vries, Vrije Universiteit Amsterdam, Ilona McNeill, 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, jbordage@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, Psymantics 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, areyring@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. Pury, 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. Pury, Clemson University, *Unethical Pro-Organizational Behavior: The Influence of Organizational Climate*Mark G. Ehrhart, San Diego State University, Nathaniel J. Williams, Boise State University, Gregory A. Aarons, University of California, San Diego, Steven Marcus, University of Pennsylvania, Rinad S. Beidas, University of Pennsylvania, *Cross-Level**Molar and Strategic Climate Predicting Innovation Implementation*Alice M. Brawley, Michigan State University, Cynthia L.S. Pury, 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****HR****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, mtbraun@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, *Microaggressions, Internalized Heterosexism and Burnout in Sexual Orientation Minority Workers*

Katina Sawyer, Villanova University, Christian N. Thoroughgood, Villanova



=Reproducible
Research session



= HR Practitioner Track

University, Craig J. Russell, University of Oklahoma, *A New Measure of Work Family Conflict in Same-Sex Couples*

Kenneth Matos, Life Meets Work, Nicholas P. Salter, Ramapo College of New Jersey, *Work-Life Issues for Same and Different-Sex Couples*

Kaiyang Wu, University of Wisconsin-Madison, Larry R. Martinez, Pennsylvania State University, *How Public Support for the LGBT Community Impacts Heterosexual Consumers*

Daniel A. Gandara, Illinois Institute of Technology, *Discussant*

Submitter: Steve T. Discont, s.discont@gmail.com

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. To become a better-informed consumer of research findings, one must "master the basics" of statistics, research design, and research methods. This seminar focuses 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, *Co-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*

Ariane Froidevaux, University of Florida, Yujie Zhan, Wilfrid Laurier University,

Junqi 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. Kerry, Federal Institute of Technology (ETH-Zürich), *Future Time Perspective and Sunk-Cost Propensity: Different Bridges to Retirement*

Yisheng Peng, Bowling Green State University, Steve M. 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.

Seymour Adler, Aon Hewitt, *Chair*

Tomas Chamorro-Premuzic, Hogan Assessment Systems/University of London, *Panelist*

Jennifer J. Brown, Google, *Panelist*

Todd Carlisle, Twitter, *Panelist*

Thomas Henriksen, Right Management, *Panelist*

Adam Yearsley, Red Bull Wingfinder, *Panelist*

Submitter: Tomas Chamorro-Premuzic, tomaschamorroremuzic@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. Julin, 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. McLarnon, Oakland University, Mitchell Rothstein, University of

Western Ontario, *Trajectories of Resiliency and Well-Being After Job Loss*

Armando X. Estrada, Department of Defense, Jamie B. Severt, Fors Marsh

Group, Miliani 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, Wy-

le-NASA, Deanna M. Kennedy, University of Washington Bothell, *Team Resil-*

ience With Anecdotal Evidence From Astronaut Training and Spaceflight

Thomas W. Britt, 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*

Juran Hulin, Merck, *Panelist*

Submitter: Bogdan Nita, bogdan_nita@outlook.com

117. Alternative Session Type with multiple papers:**8:00AM-9:20AM****N. Hemisphere E4****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 Essenmacher, Detroit Medical Center, Lydia E. Hamblin, 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 Hoffmeister, JBS, *Challenges in Administering and Evaluating a Construction Safety Leadership Training*

Submitter: Alyssa K. McGonagle, alyssa.mcgonagle@gmail.com

118. Alternative Session Type with presenters:**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 evidences 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

119. Panel Discussion: 8:00AM-9:20AM**S. Hemisphere II****Back to our Scientific Roots: Using Evidence-Based Approaches in HR**

This panel will discuss examples of evidence-based approaches they have used to scientifically test which policies and practices to implement in their organizations. Topics will cover reasons for using evidence-based approaches, a description of interventions used, lessons learned, and advice on how to implement evidence-based approaches in other organizations.

Margareth Walsh Bastos, Ford Motor Company, *Chair*Jessica M. Webb, Michigan State University, *Co-Chair*Kathryn Dekas, Google, *Panelist*Timothy R. Dullaghan, JetBlue, *Panelist*Michele E.A. Jayne, Ford Motor Company, *Panelist*Allen M. Kamin, GE, *Panelist*Michael C. Tocci, Procter & Gamble, *Panelist*

Submitter: Jessica M. Webb, santor12@msu.edu

120. Panel Discussion: 8:00AM-9:20AM**S. Hemisphere III****Agile 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 Lahti, Psychobabble, *Chair*Jessica L. Blackburn, be Psychometric Applications, LLC, *Panelist*Milt Hakel, SIOP Foundation, *Panelist*Tracy Kantrowitz, CEB, *Panelist*Eric J. Sydel, SHAKER, *Panelist*

Submitter: Ken Lahti, 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*Michal Kosinski, Stanford University, *Digital Footprint Assessment*Elena Svetlieva, 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 newcomer 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 multiwave 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.

Elena Auer, Old Dominion University
 Tara S. Behrend, George Washington University
 Andrew B. Collmus, Old Dominion University
 Richard N. Landers, Old Dominion University
 Submitter: Elena Auer, eauer@odu.edu

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.

Zhanna Bagdasarov, California State University, Fresno
 April Martin, Pacific Science and Engineering Group
 Rahul Chauhan, West Texas A&M University
 Shane Connelly, University of Oklahoma

Submitter: Zhanna Bagdasarov, 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 Vandenbergh, 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.

Belinda Williams, University of Texas at Arlington
 Lauren Coursey, University of Texas at Arlington
 Jared Kenworthy, University of Texas at Arlington
 Paul B. Paulus, University of Texas at Arlington
 Submitter: Belinda Williams, belinda.williams87@mavs.uta.edu

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

How time pressure and 2 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
 J. Kevin Ford, Michigan State University
 Submitter: Deepshikha (Dia) 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 ones. 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, khuff@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 Behavior 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
Jiin 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 Problem 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, rnlenders@odu.edu

123-19 Increases in Applicant Pool Diversity Attributable to Unproctored 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, rnlenders@odu.edu

123-20 Creating Three-Dimensional Task-Technology Fit Scales
A 3-dimensional conceptualization of task-technology fit (TTF), which is composed of good TTF and bad TTF, is proposed. Bad TTF is further 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 Pursuing 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 effect 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.

Yeun 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: Yeun Joon Kim, yeunjoon.kim13@rotman.utoronto.ca

123-25 How Innovative Workplace Affects U.S. Employees' Well-Being 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 Technology-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, btelford@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

Prithviraj 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. Snell, 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 multiwave 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

123-33 Effects of Automated Technology on Experiences of Agency at Work

The effects of an automation on workers' experiences of agency were examined. Findings indicated that workers who used the technology reported lower levels of control than those who did not, although positive attitudes towards technology generally and the technology of interest lessened the negative effect in the automation group.

Gina M. Bufton, Georgia Institute of Technology

Howard M. Weiss, Georgia Institute of Technology

Submitter: Gina M. Bufton, gmbufton@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. Arciniega, Instituto Tecnológico 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. Britt, Clemson University, *Co-Chair*

Caitlin A. Demsky, 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. Britt, Clemson University, Michael T. Sliter, FurstPerson, *Moderating Role of Workplace Recovery in the Stressors-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. Britt, 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@humro.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 performance ratings. Four studies on the effects and relationships of (a) culture, (b) gender and personality, (c) gender and importance performance, and (d) personality and self-other discrepancies in 360-ratings are discussed.

Karen M. Fuhrmeister, Hogan Assessment Systems, *Chair*
 King Yii 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, Ajay Rama Ponnappalli, Florida International University, *Gender Differences in the Importance-Performance Relationship in 360-Degree Ratings*

Derek Lusk, Hogan Assessment Systems, Karen M. Fuhrmeister, Hogan Assessment Systems, Renee F. Yang, McGraw Hill Financial, *Investigating the Relationship Between Leader Personality and Rating Behavior*

David W. Bracken, Keiser University, *Discussant*

Submitter: Karen M. Fuhrmeister, kfuhrmeis@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, rosettc2@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

PRESENTATION WITHDRAWN**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.

Hanyi 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 providing such information benefit 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, emilycam@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-concept 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 Alzaidalsharif, 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. Goebel, 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 texts 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 rational 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

Nayoon 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 Kobezak, 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 value of a hire is predictable from work history and education.

Sima Sajjadi, University of Minnesota

Aaron Sojourner, University of Minnesota

Nathan R. Kuncel, University of Minnesota

Submitter: Nathan R. Kuncel, University of Minnesota, kuncel001@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 RJP

This experiment 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, as opposed to expository, format.

Kelsey E. Medeiros, University of Texas at Arlington

Jensen T. Mecca, Shaker Consulting Group

Logan L. Watts, The 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 for 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 ascendancy was higher than that of global extraversion across all 4 measurement occasions. Findings support the use of ascendancy 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

Yongsang 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 payments 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, hypersensitive, hypersensitive) 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 Gehringer, 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, Université du Québec à Montréal

Alina N. Stamate, Université du Québec à Montréal

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 ($n_1=981$; $n_2=739$; $n_3=1,527$; $n_4=19,500$).

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. McGlochlin, Select International

Submitter: Trevor D. McGlochlin, tmcglochlin@selectintl.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

Oleksander Chernyshenko, Nanyang Technological University

Moon-ho Ringo Ho, Nanyang Technological University

Marilyn A. Uy, Nanyang Technological University

Roslina Binti Abdul Latif Yong, Nanyang Technological University

Submitter: Kang Yang Trevor Yu, akyyu@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, clenoble11@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*

Garett 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, will2493@uga.edu

132. Symposium/Forum: 10:00AM-11:20AM 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 Binsted, University

of Hawai'i, 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

Karner, 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*

Satoris 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*

Manuel 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*

Negative Emotions and Relationships During Change

Russell S. Cropanzano, University of Colorado, Thierry Nadisic, EMLYON Business School, Jessica Kirk, University of Colorado Boulder, Rebecca Shankland, Université Grenoble Alpes, *Overall Justice, Well-Being, and Job Performance*
 Yochi Cohen-Charash, Baruch College-CUNY, Elliott C. Larson, The Graduate Center & Baruch College, CUNY, Gerben Van Kleef, Universiteit van Amsterdam, *Jealousy at Work: A New Agenda for an Old Emotion*
 Norbert K. Semmer, University of Bern, Anita C. Keller, University of Groningen, Nina Zumstein, Health Promotion Switzerland, Nicola Jacobshagen, University of Bern, *Adding Insult to Injury: Emotional Reactions to Illegitimate Stressors*

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

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 Grosvenor, 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, katharina.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 Making Better Business Decisions? Risks and Rewards in Big Data

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*
 Jingxian 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, Wenmo 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 III 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 Procedures 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*
 Mengqiao Liu, DDI, Rachel T. King, DDI, Donald E. Lustenberger, DDI, *Insufficient Effort Responding and Task Performance*
 Submitter: Jason L. Huang, huangjl@msu.edu

141. Alternative Session Type with presenters:**10:00AM-11:20AM****S. Hemisphere IV****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 Hanvey, 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

**142. Alternative Session Type with presenters:****10:00AM-11:20AM****S. Hemisphere V****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@ccl.org

143. Special Events: 11:00AM-11:50AM**Asia 3****Executive Board Special Session: A Conversation With SIOP Leadership**

Come meet with SIOP leaders to discuss the latest updates on SIOP's strategic initiatives as well as get answers to your questions about SIOP activities.

S. Morton McPhail, Retired, *Host*Steve W. J. Kozlowski, Michigan State University, *Host*Fred Oswald, Rice University, *Host*

Submitter: S. Morton McPhail, smmcphail@sbcglobal.net

144. Poster: 11:00AM-11:50AM**Atlantic BC****Leadership / Coaching****144-1 Will You Be With Her or Make America Great Again?**

Polynomial regression and response surface analyses were used to investigate how congruence between one's image of a leader and perceptions of either Clinton or Trump can predict likelihood to vote for Clinton and Trump respectively. Moderating effects of modern sexism and social dominance orientation were also examined.

Yashna Shah, Virginia Tech University

Maureen E. McCusker, Virginia Tech University

Roseanne J. Foti, Virginia Tech University

Bryan P. Acton, Virginia Tech University

Micah Roediger, Virginia Tech University

Submitter: Yashna Shah, yshah@vt.edu

144-2 Leader Behavior Portfolios

A renowned financial technique that calculates the most efficient investment portfolio was tailored to construct a leader behavior portfolio model. Treating leadership behavior–outcome correlations as a return, and performance variance as the risk of a behavioral investment, the proposed model proved valid at detecting an optimal set of leader behaviors.

Matthew S. Arbogast, University of South Florida

Submitter: Matthew S. Arbogast, matthewarbogast37@gmail.com

**144-3 Dignity and Trust: An Ethical Leadership Perspective on Employee Monitoring**

Scholars have increasingly questioned both the ethicality and practicality of employee monitoring. Drawing from ethical leadership theory, this effort proposes a principle-based framework for employee monitoring program development and implementation. The framework offers practical suggestions for enhancing the effectiveness of monitoring initiatives while minimizing unintended and potentially costly consequences.

Chase E. Thiel, University of Wyoming

Zhanna Bagdasarov, California State University, Fresno

Alexandra E. MacDougall, Central Michigan University

Submitter: Alexandra E. MacDougall, alix.macdougall@cmich.edu

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.

Woohee Choi, Seoul National University

Jung Hyun Lee, Seoul National University

Soohyun Yoon, Seoul National University

Seokhwa Yun, Seoul National University

Submitter: Woohee Choi, wooheely@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, alishamarie8@gmail.com

144-6 Leaders in the Laboratory: A Meta-Analysis of Laboratory Efficacy

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 differing 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 4 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.



Guangrong Dai, Korn Ferry
 Sarah A. Hezlett, Korn Ferry
 Submitter: Guangrong Dai, grdai@hotmail.com

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 greatest 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, joel@jdirolamo.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 leaders' 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, wgoo@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 Katriina, University of Jyväskylä
 Cong Liu, Hofstra University
 Taru Feldt, University of Jyväskylä

Submitter: Jie Ma, yonasma028@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 teams. 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, kendalld@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, loganlwatts@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



Christiane Spitzmueller, University of Houston
 Maryam Ahmad Kazmi, University of Houston
 Submitter: Zachary M Roberts, zachrobs@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. McLarnon, Oakland University
 Justin M. Weinhardt, University of Calgary
 Thomas A. O'Neill, University of Calgary
 Aidan Dumaisnil, University of Calgary

Submitter: Matthew J. W. McLarnon, mattmclarnon@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. Kottke, California State University, San Bernardino
 Kathie L. Pelletier, California State University, San Bernardino

Submitter: Janet L. Kottke, jkottke@csusbu.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. Prewett, 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
 Phillip 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@uwla.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
 Ginamarie 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 Tram, 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.

Kailli Zhang, Organizational Behavior
Ningyu Tang, Shanghai Jiaotong University
Xu Huang, Hong Kong Baptist University

Submitter: Kailli Zhang, zhangkailliy@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 configural 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
Trishna 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 at 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@uncc.edu

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 between effective and ineffective leaders improved prediction for both measures while including self ratings did not.

Remy Jennings, Davidson College
Egyn Zhu, Davidson College
Scott Tonidandel, Davidson College
William A. Gentry, Center for Creative Leadership
Stephen F. Young, Center for Creative Leadership

Submitter: Scott Tonidandel, sctonidandel@davidson.edu

145. Panel Discussion: 11:30AM-12:50PM Americas Seminar "Mastering" the Job Market: Advice From Master's Level Professionals

The past several decades have witnessed exponential growth in I-O master's programs. Master's-level I-O psychologists with established careers in corporate, consulting, and applied research address successfully landing master's level employment including various employment opportunities; the application process; and competencies, experiences, and skills most relevant for success in various career tracks.

Elizabeth L. Shoenfelt, Western Kentucky University, *Chair*
Carolyn Hill Fotouhi, Merck & Co., Inc., *Panelist*
Gregory L. Kedenburg, Select International, *Panelist*

Leah L. Palmer, Dollar General Corporation, *Panelist*

Jerry Seibert, Metrus Group, Inc., *Panelist*

Susan A. Walker, FedEx Freight, *Panelist*

Submitter: Elizabeth L. Shoenfelt, betsy.shoenfelt@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 Hamill, Federal Aviation Administration, *Panelist*
Ben Porr, 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*
Jeffrey R. Bentley, California State University, Long Beach, *Panelist*
Rebecca Badawy, Youngstown State University, *Panelist*
Paul Harvey, University of New Hampshire, *Panelist*

Submitter: Jeffrey 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 multiconsultant 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****HR**

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

area of research is wrought with contradictions and paradoxes. This symposium's objective is to present new empirical findings and theoretical frameworks to begin to make sense of these complexities.

Logan M. Steele, University of Oklahoma, **Co-Chair**

Michael D. Mumford, University of Oklahoma, **Co-Chair**

Roni Reiter-Palmon, University of Nebraska-Omaha, Tiffany Hansbrough Keller, Fairleigh Dickinson University, **The Creative Leader Prototype**

Olga Epitropaki, Durham University, Charalambos Mainemelis, ALBA Graduate Business School, Ronit Kark, Bar-Ilan University, **Leader and/or Creator?**

Creative Leadership and Identity Tensions

Dina Van Dijk, Ben Gurion University, Ronit Kark, Bar-Ilan University, Fadel K.

Matta, University of Georgia, Russell E. Johnson, Michigan State University,

The Effect of Collective Regulatory Focus on Team Creativity

Logan M. Steele, University of Oklahoma, Logan L. Watts, University of Oklahoma,

Kelsey E. Medeiros, University of Texas at Arlington, Tristan J. McIntosh, University of Oklahoma, Tyler Mulhearn, University of Oklahoma, Michael D. Mumford,

University of Oklahoma, **Leading for Innovation: A Multilevel Meta-Analysis**

Lucy Gilson, University of Connecticut, Christina E. Shalley, Georgia Institute

of Technology, **Creativity and the Management of Technology: Balancing**

Creativity and Standardization

Submitter: Logan M. Steele, lmsteele@ou.edu

151. Friday Seminar: 11:30AM-2:30PM N. Hemisphere A1

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

see pp. 8-9
for more
information

152. Friday Seminar: 11:30AM-2:30PM N. Hemisphere A2

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.

Yujie Zhan, Wilfrid Laurier University, **Coordinator**

Louis Tay, Purdue University, **Presenter**

Marilyn A. Uy, Nanyang Technological University, **Presenter**

Submitter: Yujie Zhan, yzhan@wlu.ca

see pp. 8-9
for more
information

153. Symposium/Forum: 11:30AM-12:50PM N. Hemisphere A3

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, Michael B. Armstrong, Old Dominion University, Andrew B. Collmus, Old Dominion University, Salih Mujic, Rev-

eliani, Jason A. Blaik, Revelian, **Empirical Validation of a General Cognitive**

Ability Assessment Game

Zachary T. Kalinoski, 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, Mgrdich 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

154. Special Events: 11:30AM-12:50PM N. Hemisphere A4

Master Collaboration: What We Did Not Learn in Graduate School

To close the academic-practitioner gap, this session dives into skills that I-O psychologists and HR practitioners need to succeed in their careers but were not part of their formal graduate training. Researchers and practitioners discuss and identify relevant/impactful skills such as personal branding, selling, machine learning, and data visualization.

Eric M. O'Rourke, Facebook, **Chair**

Levi R. Nieminen, Denison Consulting, **Co-Chair**

Christopher Cancialosi, gothamCulture, **Presenter**

Wendy Mack, GrowthPlay, **Presenter**

David Morgan, Facebook, **Presenter**

Chantale Wilson, Air Force Research Laboratory, **Presenter**

Submitter: Eric M. O'Rourke, ericourke@fb.com

see pp. 8-9
for more
information

155. Symposium/Forum: 11:30AM-12:50PM N. Hemisphere E1

The Science and Practice of High Potentials

Organizations are increasingly concerned with identifying and developing high potential employees, or HiPos. Due to the ever increasing importance and focus on HiPos, the purpose of this symposium is to present the current state of HiPo research and practice. Presentations include various approaches and perspectives from both research and practice.

Meredith R. Coats, George Washington University, **Co-Chair**

David P. Costanza, George Washington University, **Co-Chair**

David P. Costanza, George Washington University, Lisa Finkelstein, Northern Illinois University, Gerald F. Goodwin, U.S. Army Research Institute, **Potential, HiPo Designation, and Leader Success**

Meredith R. Coats, George Washington University, **Potential for Potential:**

Exploring Content and Structure of Employee Potential

Jaron T. Holmes, U.S. Office of Personnel Management, **Measuring High-Potential in Government Using the OPM Leader Potential Assessment**

Scott W. Hathaway, Flex, **Practical Strategies for Utilizing Learning Agility Research in High-Potential Development**

Submitter: Meredith R. Coats, meredithcoats@gwmail.gwu.edu

156. Panel Discussion: 11:30AM-12:50PM N. Hemisphere E2

Physical Abilities Testing: Lessons Learned in Test Development and Validation

For physically demanding jobs, physical abilities tests are often implemented to identify applicants who can perform the work effectively and safely. A panel of experts discusses unique challenges when designing and implementing physical abilities tests based on lessons learned in the field.

Chester Hanvey, Berkeley Research Group, LLC, **Chair**

Randolph Park, U.S. Customs & Border Protection, **Panelist**

Emilee B. Tison, DCI Consulting Group, Inc., **Panelist**

Philip T. Walmsley, U.S. Customs and Border Protection, **Panelist**

Submitter: Chester Hanvey, chanvey@thinkbrg.com

157. Master Tutorial: 11:30AM-12:50PM N. Hemisphere E3

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

see pp. 8-9
for more
information

158. Symposium/Forum: 11:30AM-12:50PM N.

Hemisphere E4

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, Courtney A. Laughman, Indiana University-Purdue University Indianapolis, Leslie Ashburn-Nardo, Indiana University-Purdue University Indianapolis, *Think Scientist, Think ? : Chasing the Elusive Scientist Stereotype*
Janna Locke, MTM, Inc., Joel T. Nadler, Southern Illinois University Edwardsville, *Are Women Opting Out of Leadership Positions? The Impact of Stereotype Threat, I*

Evava S. Pietri, Indiana University-Purdue University Indianapolis, India Johnson, Elon University, Ezgi Ozgumus, Indiana University-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. Nittrouer, Rice University, Michelle (Mikki) 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 (Mikki) Hebl, Rice University, *Male Allies: Creating Greater Buy-In for Gender Equity in STEM Fields*

Submitter: Margaret S. Stockdale, pstockda@iupui.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-consuming procedures. 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*

Caillín 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 Lievens, 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 Dürr, 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 Maissen, PepsiCo, Zoa M. Ordonez, PepsiCo, *Building and Implementing an Integrated Talent and Succession Management Framework*

Richmond S. Fourmy, 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 Schyns, Durham University Business School, *Host*

Li Zhang, Harbin Institute of Technology, *Host*

Li Mingze, Huazhong University of Science and Technology, *Host*

Submitter: Li Mingze, lmzgogoodluck87@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*

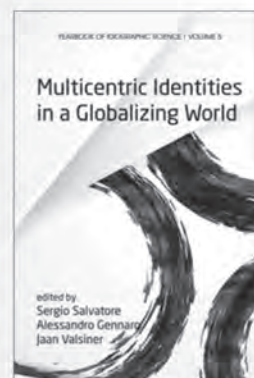
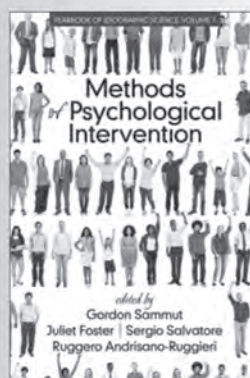
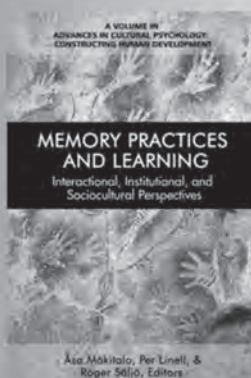
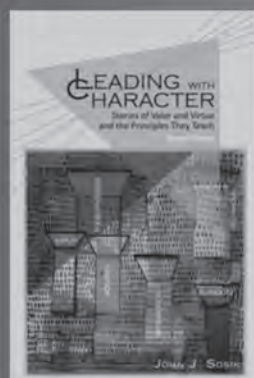
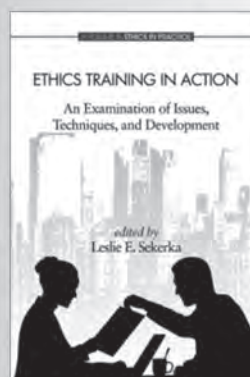
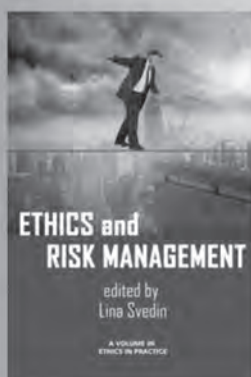
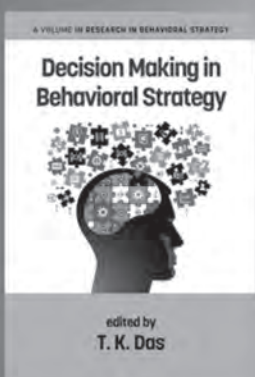
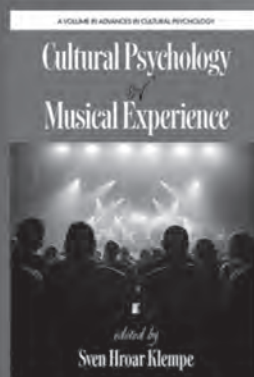
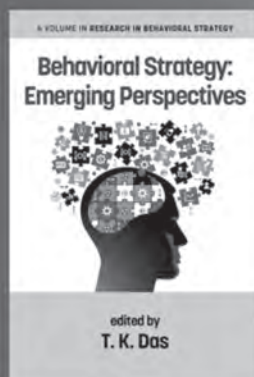
Submitter: Mike G. Aamodt, maamodt@dciconsult.com



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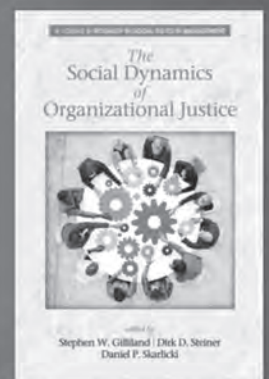
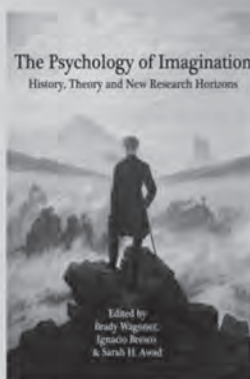
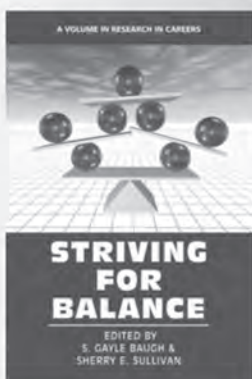
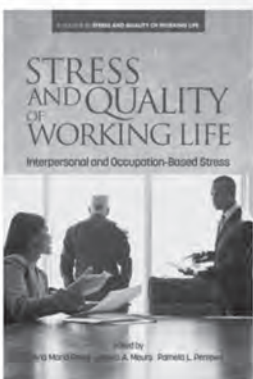
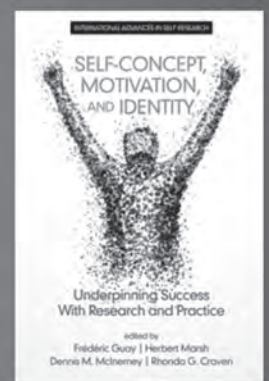
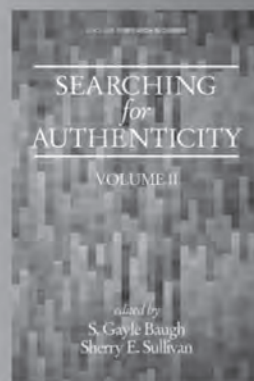
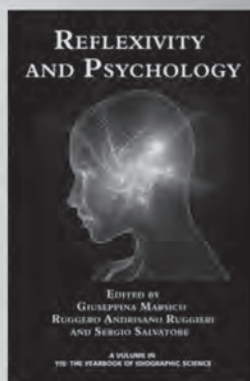
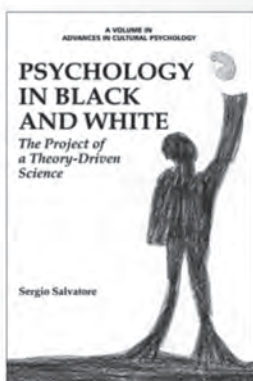
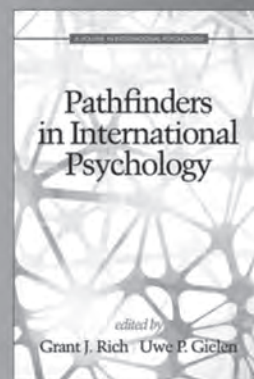
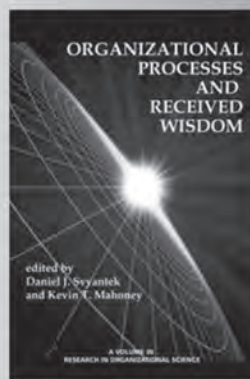
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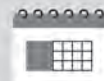
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164. Community of Interest: 12:00PM-12:50PM Asia 3**Shootings and Hate Crimes: How I-Os Can Help and Support**

How can I-O psychology support organizations, their employees, and society as a whole in dealing with community crises? Potential topics include the roles of I-O in promoting community policing through human resource practices, best HR practices in developing crisis response teams, and supporting employee involvement in community change efforts.

Kecia M. Thomas, University of Georgia, *Host*

Brian Roote, Ernst and Young, *Host*

Anthony S. Boyce, Aon Hewitt, *Coordinator*

Submitter: Anthony S. Boyce, anthonyboyce@gmail.com

165. Poster: 12:00PM-12:50PM Atlantic BC Inclusion**165-1 Impact of Workplace Context on the Experiences of LGBT Employees**

The purpose of this study was to conduct a comprehensive meta-analytic review of the outcomes associated with 3 workplace contextual supports (formal LGBT policies and practices, LGBT supportive climate, and supportive workplace relationships) for LGBT employees, and to compare the relative influence of these workplace supports on outcomes.

Jennica R. Webster, Marquette University

Gary A. Adams, Marquette University

Cheryl Maranto, Marquette University

Katina Sawyer, Villanova University

Christian N. Thoroughgood, Villanova University

Submitter: Jennica R. Webster, jennica.webster@marquette.edu

165-2 Gay Male, Lesbian, and Heterosexual Leaders' Workplace Experiences

Although leaders typically report feeling positive about their jobs, this may not be the case with gay male and lesbian leaders. This study compared gay, lesbian, and heterosexual leaders' perceptions and reactions to their organization. Results found that gay male and lesbian leaders generally reported worse experiences than heterosexual leaders.

Nicholas P. Salter, Ramapo College of New Jersey

Scott T. Gebhardt, Mercer | Sirota

Kristin E. Mann, DePaul University

Lauren Beslity, Ramapo College of New Jersey

Submitter: Nicholas P. Salter, nsalter@ramapo.edu

165-3 The Baby Boomer Bias: How Generational Labels Impact Older Workers

Generational labels are popular but may be used to discriminate against older workers. Using an inbox task, it was found that employees described with a generational label (Baby Boomer) versus "older employee" were viewed more negatively and that this effect was modified by social dominance orientation.

Cody B. Cox, St. Mary's University

Friederike K. Buettner, St. Mary's University

Adrian Guardia, Texas A&M San Antonio

Submitter: Cody B. Cox, ccox9@stmarytx.edu

165-4 Gender Differences in Attributions for Successes and Failures: A Meta-Analysis

A meta-analysis of gender differences in attributions for successes and failures was conducted. Women were more likely to attribute successes to effort and luck, whereas men were more likely to attribute successes to ability; women were more likely to attribute failures to lack of ability than men.

K. Yourie Kim, University of Waterloo

Polly Cheng, University of Waterloo

Winnie Shen, University of Waterloo

Submitter: K. Yourie Kim, ky8kim@uwaterloo.ca

165-5 Crossover Effects of Sexual Orientation Disclosure at Work

This paper investigates the relationship of gay and lesbian employee's sexual orientation disclosure for work and life outcomes. The authors utilize the actor partner interdependence model with 91 couples. Results suggest an employee's sexual orientation disclosure in the workplace may have a stronger impact on their partner than on themselves.

Rachel L. Williamson, University of Georgia

Angela A. Beiler-May, University of Georgia

Lauren R. Locklear, University of Georgia

Malissa A. Clark, The University of Georgia

Submitter: Rachel L. Williamson, will2493@uga.edu

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 Goodmon, Florida Southern College

Pat L. Smith, Florida Southern College

Bryan Underkoffler, Ohio State University

Kaitlyn McCarthy, Pennsylvania State University

Submitter: Charlie Law, claw@fiscoll.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 of 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, St. Louis University

Submitter: Dulce Vega, vegadm@slu.edu

165-10 A Meta-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.umsu.edu

165-11 Beliefs About Organizational and Unit's Commitment in Sexual Harassment Training

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.

Ho Kwan Cheung, George Mason University

Caren Goldberg, Bowie State University

Eden B. King, George Mason University

Vicki J. Magley, University of Connecticut

Submitter: Ho Kwan Cheung, hkcheung24@gmail.com

165-12 Using Impression Management to Reduce Age Discrimination

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.

Irina Gioaba, University of Lausanne

Franciska Krings, University of Lausanne

Submitter: Irina Gioaba, irina.gioaba@gmail.com

165-13 From Outside Looking In: How Applicants View Workplace Religious Displays

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 religious preference on attractiveness ratings.

David A. Beane, Florida International University

Ajay R. Ponnappalli, Florida International University

Andrew J. Laginess, Florida International University

Jaime Herrera, Florida International University

Chockalingam Viswesvaran, Florida International University

Submitter: David A Beane, dbeane43@gmail.com

165-14 Women Leaders, 1985-2015: Achievement Motivations and Work Expectations

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.

Lynn R. Offermann, George Washington University

Lauren A. Lanzo, George Washington University

Kira Foley, George Washington University

Submitter: Lynn R. Offermann, lro@gwu.edu

165-15 Effects of Weight Bias on Leader Categorization and Evaluation

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.

Ellen E. Herrmann, University of Missouri-St. Louis

Stephanie M. Merritt, University of Missouri-St. Louis

Submitter: Ellen E. Herrmann, ellenherrmann@mail.umsl.edu

165-16 Perceptions of Microaggressive Incidents Toward Asians in the Workplace

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.

Jennifer Y Kim, Columbia University

Duoc V. Nguyen, Columbia University

Caryn J. Block, Columbia University

Submitter: Jennifer Y Kim, jyk2135@tc.columbia.edu

165-17 Do Gender Stereotypes Limit Veteran Job Applicants?

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.

Danielle M. Gardner, Rice University

Christine L. Nitttrouer, Rice University

Michelle (Mikki) Hebl, Rice University

Rachel Trump-Steele, Rice University

Submitter: Danielle M. Gardner, gardn333@msu.edu

165-18 Extending the Justification-Suppression Model of Discrimination Through Qualitative Research

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.

William Obenauer, Rensselaer Polytechnic Institute

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165-19 What's the Difference? Fortune 500 Minority CEOs and Diversity

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.

Jenna-Lyn R. Roman, Baruch College, CUNY

Nicholas P. Salter, Ramapo College of New Jersey

Nikolas A. Pardalis, Ramapo College of New Jersey

Submitter: Jenna-Lyn R. Roman, jennaroman@gmail.com

165-20 Autonomy: A Resource for Women in Low Gender Egalitarian Nations

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.

Cynthia S. Halliday, Florida International University

Samantha C. Paustian-Underdahl, Florida International University

Zoa M. Ordonez, PepsiCo

Steven G. Rogelberg, University of North Carolina Charlotte

Haiyan Zhang, IBM Smarter Workforce Institute

Submitter: Cynthia S. Halliday, chall061@fiu.edu

165-21 What's Good for the Gender: How LGBT-Supportive Policies Benefit Employees

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.

Shahin Davoudpour, University of California, Irvine

Shaun Pichler, California State University, Fullerton

Enrica N. Ruggs, University of North Carolina at Charlotte

Raymond N. Trau, Curtin University

Submitter: Enrica N. Ruggs, eruggs@uncc.edu

165-22 The Effect of Diversity Intervention Media Format on Racial Attitudes

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.

Charles Chu, Indiana University, Purdue University Indiana

Evava S. Pietri, Indiana University-Purdue University Indianapolis

Submitter: Charles Chu, charchu@iupui.edu

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 statuses and ratings.

Robert Bubb, Auburn University

Jinyan Fan, 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 pervasively 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, Birkman International, Inc.

Patrick L. Wadlington, 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, mmhender@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 (Mitchelson), 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*

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. Poepelman, 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 Mulfinger, Rice University, Fred Oswald, Rice University, Tamera L. McKinniss, ACT, Inc., Jason D. Way, 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, nyechris@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 highlighting 4 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*
 Talya N. Bauer, Portland State University, *Do Applicant Reactions Matter? Evidence From the Literature*
 Julie M. McCarthy, University of Toronto, *Applicant Reactions: Expansion of the Theoretical Lens*
 Neil R. Anderson, Brunel University, *International Advances in Applicant Perspective Research: Recent Developments*
 Ana Cristina Costa, Brunel University London, Sara M. Ahmed, Brunel University London, *Applicant Perspectives to New 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@rotman.utoronto.ca

HR

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. Pury, 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 Wuensch, East Carolina University
 Submitter: Fiona E. Moyer, moyerf14@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 relation 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
 Charles E. Lance, Organizational Research & Development
 Yi Fan, University of Georgia
 Submitter: Charles E. Lance, clance@gmail.com

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.

Nicole L. Petersen, Radford University
 Alison M. Bayne, Bowling Green State University
 Russell A. Matthews, Bowling Green State University
 Submitter: Nicole L. Petersen, nlpetersen13@gmail.com

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 Stemer, 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 in 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, Dalhousie University
 Elizabeth Call, 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, j.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 mitigated the relationship between stressors and strain.

Sydney Cunningham, University of Tulsa
 David M. Fisher, University of Tulsa
 Alison J. Kerr, University of Tulsa
 Submitter: Sydney 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 Personality on Safety

Authors posited that goal-focused leadership would lead to greater subordinate safety engagement through the mediator of shared accountability 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. Bisbey, 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 Zebrowitz, Brandeis University

Sabine Sczesny, University of Bern

Submitter: Michele Kaufmann, michele.kaufmann@unil.ch

172-17 The Role of Transformational Leadership in Workplace Bullying

The study examines the influence of transformational leadership and leader job characteristics, along with follower job characteristics, in a multilevel framework. The results showed leader demands were positively associated with workplace bullying and that transformational leadership moderated the effects of follower autonomy and leader demands on workplace bullying.

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

172-18 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.

Cornelia Niessen, Universität Erlangen-Nürnberg

Inge A. Mäder, Universität Erlangen-Nürnberg

Nerina Jimmieson, Queensland University of Technology

Submitter: Cornelia Niessen, cornelia.niessen@fau.de

172-19 Examining Relationships Among Safety Climate, Error Management, 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, Sentsis

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

172-21 An Office With a View: The Importance of View Features

The effects of office window view features on employee outcomes were examined. Specific view features better predicted employee outcomes than simply the amount of nature in the view, both among those with natural views and those with urban views.

Emmy Van Esch, Hong Kong Baptist University

Robert Minjock, The Pittman McLenagan Group, L.C.

Stephen M. Colarelli, Central Michigan University

Submitter: Stephen M. Colarelli, colar1sm@cmich.edu

172-22 A Taxonomy of Job Stressors Among Veterinarians:**A Qualitative Analysis**

Major job stressors among U.S. veterinarians were examined using person-centric, qualitative analysis. Inductive grounded theory analysis was utilized to code and develop a theoretically saturated taxonomy of job stressors. Stressors are reviewed and the taxonomy is discussed as a foundation for examining disproportionately high depression and suicide rates among veterinarians.

Olivia H. Vande Griek, University of Georgia

Margaret E. Stabler, University of Georgia

Amanda Moeller, University of Georgia

Malissa A. Clark, University of Georgia

Tracy Witte, Auburn University

Submitter: Olivia H. Vande Griek, oliviav913@gmail.com

172.023 The Impact of Future-Oriented Coping on Business Travelers' Work-Life Balance

The role of preventive coping was examined in a longitudinal study among 133 frequent business travellers. A moderated mediation model showed that preventive coping is of critical importance whether frequent travel was related to an increase or decrease of work-life balance, with consequences for exhaustion, work engagement, and relationship satisfaction.

Cornelia Niessen, Universität Erlangen-Nürnberg

Teresa Müller, Friedrich-Alexander University

Sabine Hommelhoff, Friedrich-Alexander University

Mina Westman, Tel Aviv University

Submitter: Cornelia Niessen, cornelia.niessen@fau.de

172.024 The Role of Inclusion at Work on Health and Well-Being

This study tested a moderated mediation model of the effects of inclusion in the workplace on employee well-being. This longitudinal study was conducted using 742 full-time employees. Results indicate that the indirect effect of inclusion in the workplace on employee physical health and well-being is moderated by work overload.

Lisa S. Paik, Ohio University

Submitter: Lisa S. Paik, lpaik2@gmail.com

172-25 Deviance as a Mechanism of the Agreeableness and Accident Relationship

Deviance as a potential mediator of the relationship between agreeableness and workplace accidents was examined in 2 studies. Study 1 found significant direct and indirect effects linking Agreeableness to workplace accidents. Study 2 failed to find significant direct relationships but replicated the indirect relationships between Agreeableness and accidents through CWBs.

Mark A. Roebke, Wright State University

Megan B. Morris, Ball Aerospace/ Wright State University

David A. Periard, VHA National Center for Organization Development

Gary N. Burns, Wright State University

Amy Gammon, Select International, Inc.

Mei-Chuan Kung, Select International, Inc.

Submitter: Mark A. Roebke, mark.roebke@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

Marjaana 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.

Amanda 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 Zarny, East Carolina University

Karl Wuensch, 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*

Kelsey M. Stephens, Performance Assessment Network, Erin Crask Wood, pan-Performance Assessment Network, *Pinch to Zoom: Effect of Image-Heavy Mobile Assessments on Performance*

Ted B. Kinney, Select International, Allison N. Besl, Select International, Amie D. Lawrence, Select International, Don M. Moretti, Sears Holdings Corporation, Luye Chang, Uber, *Demonstrating Criterion-Related Validity Equiv With Mobile and PC Test Takers*

A. James Illingworth, University of Central Florida, Simon M. Moon, La Salle University, Neil Morelli, 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 Morelli, 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*

Leaetta M. Hough, Dunnette Group, Ltd. & HirePayoff, *Presenter*

Anthony S. Boyce, Aon Hewitt, *Presenter*

Jeffrey S. Conway, Credit Suisse, *Presenter*

Pat M. Caputo, Facebook, *Presenter*

Submitter: Eric M. O'Rourke, ericourke@fb.com

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, Charalambos 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)*

Stefanie Plemmons Shaughnessy, U.S. Army Research Institute, Meredith R. Coats, George Washington University, Samantha Plourde Karalus, Consortium Research Fellows Program, Ruhi Srinivasan, Consortium Research Fellows Program, *Development and Metamorphosis of Leader Identities*

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. Goldstein, 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. Abraham, 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*

Michael Kosinski, Stanford University, *Predicting General Intelligence From Digital Footprints*

Paul J. Hanges, University of Maryland, *Discussant*

Submitter: Kate LaPort, kate.laport@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. Tonowski, 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. Labrador, 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. Vasilopoulos, 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. Castille, 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 B. 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 B. Lovelace, jeffrey.b.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. Lyuksyutova, 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*

Megan T. Nolan, University of Akron, James M. Diefendorff, University of Akron, Allison S. Gabriel, University of Arizona, Christina Moran, Marsh, Berry & Co., Inc., Megan Chandler, Marriott International, **Event-Level Motivation Profiles: Implications for Momentary Affect and Well-Being**

Daniel J. Beal, Virginia Tech, Jill M. Sundie, Virginia Tech, **Profiles of the Dark Triad and Dyadic Conflict and Trust**

Submitter: Daniel J. Beal, dbeal@vt.edu

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.

Alison L O'Malley, John Deere, **Co-Chair**

Stephen F. Young, Center for Creative Leadership, **Co-Chair**

Don VandeWalle, Southern Methodist University, **A Positive Psychology Foundation Model for Leader Development**

Lisa A. Steelman, Florida Institute of Technology, Stephen F. Young, Center for Creative Leadership, Rana Moukarzel, Publix Super Markets, Inc., William A. Gentry, Center for Creative Leadership, Erin M. Richard, Florida Institute of Technology, **How Empathic Concern Helps Leaders in Providing Negative Feedback**

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 Svetleva, 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

#TheStrugglesReal: 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 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 Affairs Medical Center, Eduardo Salas, Rice University, **A Systematic Review of Team Performance Measures**

Amanda L. Woods, Rice University, Taylor Scotese, 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

185. Symposium/Forum: 3:00PM-3:50PM

Asia 1

Using Competency Models in Educational Environments to Create Work-Ready Professionals

Research and use of competency models is moving beyond organizational contexts and into education and credentialing environments. The papers in this submission describe the use of competency models in educational settings for the purposes of identifying and developing work-ready graduates and certified professionals.

Amy L. Stellmack, CEB, **Chair**

Amy L. Stellmack, CEB, Gary Burkholder, Walden University, Mark H. Strong, CEB, Emily G. Solberg, CEB, William D Presson, University of Houston,

Developing Global Work-Ready Graduates via the Laureate Professional Assessment (LPA)

Andrea Sinclair, HumRRO, **An Investigation of the Alignment Between Competency Models in Education**

Brittany J. Marcus-Blank, University of Minnesota, Michael J. Cullen, University of Minnesota Medical School, Mojca Konja, University of Minnesota, Emily Bor-

man-Shoap, University of Minnesota, Jonathan Brame, University of Minnesota, Ezgi Tiryaki, University of Minnesota, John Andrews, University of Minnesota, **De-**

veloping a Competency Model to Assess Professionalism in Medical Trainees

Daniel R. Hawthorne, Educational Testing Service, **Caring and Compassion: A New Competency to Guide Healthcare**

Submitter: Amy L. Stellmack, amy.stellmack@cebglobal.com

186. Special Events: 3:00PM-3:50PM

Asia 2

Executive Board Special Session: Building the ROI of I-O Through IMPACT Initiatives

Want to have a greater impact on our world? This session is a call to action for I-Os interested in having an impact, whether it be global, regional or local. It builds upon the 2016 Impact Theme Track by updating and educating attendees with inspirational stories and tools for getting involved.

Stephanie R. Klein, University of Minnesota-Measurement Services, **Chair**

Christopher T. Rotolo, PepsiCo, **Panelist**

M. Gloria Gonzalez-Morales, University of Guelph, **Panelist**

Pat F. Engelhardt, U. S. Air Force Veteran, South Florida State College, **Panelist**

Kristin N. Saboe, U.S. Army, **Panelist**

Submitter: Christopher T. Rotolo, chris@behavioralinsights.com

187. Community of Interest: 3:00PM-3:50PM

Asia 3

Editorial Landscape: Where We've Been and Where We're Going

Journals shape, filter, and archive the scientific and practical knowledge developed by our field. There are successes—challenges, such as recent concerns regarding rigor and replication. This session will reflect on progress and project toward the future:

Steve W. J. Kozlowski, Michigan State University, **Host**

Bradford S. Bell, Cornell University, **Host**

Anthony S. Boyce, Aon Hewitt, **Coordinator**

Submitter: Anthony S. Boyce, anthonyboyce@gmail.com

188. Symposium/Forum: 3:00PM-3:50PM

Asia 4

Removing Barriers and Supporting Success for Workers With Disabilities

Research highlights the stigma-related barriers to employment and advancement for workers with disabilities. These presentations move the discussion one step further by focusing on the reactions of workers with disabilities and identifying workplace experiences that influence worker success, perceptions of their organizations, and decisions about leaving the organization.

Alecia M. Santuzzi, Northern Illinois University, **Chair**

Colleen Jane Durban, Oregon State University, David C. Baldrige, Oregon

State University, Lawrence Houston, III, Oregon State University, Liu-Qin Yang,

Portland State University, *Withheld Disability Accommodation Requests, Perceived Integration, and Desire to Stay*

Mukta Kulkarni, Indian Institute of Management Bangalore, David C. Baldrige, Oregon State University, *Career Sustainability After Adult Onset Hearing Loss*
Valerie Malzer, Cornell University, LaWanda Cook, Yang-Tan Institute on Employment and Disability, *Getting and Keeping People With Disabilities in the Workforce*
Susanne M. Bruyere, Cornell University, ILR School, *Discussant*

Submitter: Alecia M. Santuzzi, asantuzzi@niu.edu

189. Panel Discussion: 3:00PM-3:50PM

Asia 5

I-O's Role in Advancing HR in the Big Data Charge

I-Os are well positioned to lead the big data revolution sweeping countless organizations, although additional guidance for leading the charge is still necessary. Four practitioners from diverse applied research and analytics departments will discuss recommendations for how the I-O community can advance the current state of human resource management.

Ashley A. Miller, Society for Human Resource Management, *Chair*

James N. Kurtessis, SHRM, *Panelist*

Eric M. Dunleavy, DCI Consulting Group, *Panelist*

Ash K. Buonasera, Liberty Mutual, *Panelist*

Steve Hall, Marriott International, *Panelist*

Submitter: Ashley A. Miller, ashley.miller@shrm.org

190. Poster: 3:00PM-3:50PM

Atlantic BC

Org Performance/Decision Making

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

Justin J. Aqwa, 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, donaldfischer@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 collectivistic cultures the relationship is significantly higher (.44) than in individualistic cultures (.36).

Georgi P. Yankov, Bowling Green State University
 Christopher M. Gallagher, Bowling Green State University
 Submitter: Georgi P. Yankov, georgi.petkoff@gmail.com

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
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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 proficiency 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: Machiavellianism 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. Ehrhart, 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 Stemer, 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. Fit inconsistently predicted more 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, tjbf39@mail.umsi.edu

190-23 The Influence of Task Interdependency on Intraindividual Performance Variability

This study distinguished between tasks along a continuum of interdependency (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 interdependency 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. Coglisier, 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.

Heather M. Clarke, University of Wisconsin-Green Bay

Lorne M. Sulsky, Memorial University of Newfoundland

Submitter: Heather M. Clarke, clarkeh@uwgb.edu

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

Authors advance research on humility as a state and use experience sampling techniques to examine how humility can influence helping behaviors. Data were collected for 6 consecutive weeks and multilevel analysis revealed that humility significantly affects gratitude, which in turn impacts the following week's helping behaviors.

Kapil Verma, NTU Singapore

Neha Tripathi, NUS Business School, Singapore

Submitter: Kapil Verma, kapil001@e.ntu.edu.sg

190-30 Social Interactions as Antecedents of Employee Trust: A Meta-Analytic Review

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

190-31 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.

Chang-Wook Jeung, Yonsei University

Jeong Won Lee, Yonsei University

Seong Won Yang, Yonsei University

Submitter: Chang-Wook Jeung, jcw1905@gmail.com

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.

Hae Lyeng Rose Kim, Seoul National University

Seo In Yoon, Seoul National University

HyunYoung Bae, Seoul National University

Seokhwa Yun, 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 indicate 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.

Garett C. Foster, Bowling Green State University

Alexandra Henderson, Bowling Green State University

Michael J. Zickar, Bowling Green State University

Submitter: Garrett 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. Sliter,

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 Tumminia, 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, bryantcourtneym@gmail.com

192. Friday Seminar: 3:00PM-6:00PM**N. Hemisphere A1****Friday Seminar: Performance Management Reform: What Works and Where We're Still Missing**

PREREGISTRATION 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

see pp. 8-9
for more
information

193. Friday Seminar: 3:00PM-6:00PM**N. Hemisphere A2****Friday Seminar: Automated Conversion of Social Media Into Data: Demonstration and Tutorial**

PREREGISTRATION 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

see pp. 8-9
for more
information

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 A4****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, Kaytlynn R. Griswold, 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, *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 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, Psychobabble, *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, sarah.fallaw@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 Wager, IBM, Belinda K. Smith, Crossmark, *Leader Personality Across Cultures: Investigating Measurement Equivalence*

John D. Morrison, Jr., ES&D, Joseph D. Abraham, 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, Kyoungjo (Jo) Oh, Michigan State University, John R. Hollenbeck, 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*

Garett N. Howardson, Hofstra University, *Presenter*

Submitter: Laura Sywulak, lasywula@gmail.com

202. Alternative Session Type with presenters:

3:00PM-3:50PM

S. Hemisphere III

Making Leaders Great Again

The goal of this session is to engage participants in a discussion about what we mean when we call a leader great and to identify barriers to leader's greatness. Additionally, how we as I-O professionals can better support the development of great leaders, including paying attention to our own biases.

Robert McKenna, Seattle Pacific University, *Presenter*

McKendree J. Hickory, Seattle Pacific University, *Presenter*

Submitter: McKendree J. Hickory, mckendreehickory@gmail.com

203. Roundtable Discussion/Conversation Hour:

3:00PM-3:50PM

S. Hemisphere IV

Training Healthcare Teams: The Anatomy of TeamSTEPPS

Since 2008, healthcare team training has been included in at least one SIOP session annually. However, past sessions have focused on programs' evidence base and results. This session will provide participants with basic training in the widely used TeamSTEPPS program and its resources, followed by discussion of future research needs.

David P. Baker, IMPAQ International, *Host*

Andrea Amodeo, IMPAQ International, *Host*

Submitter: David P. Baker, dbaker@impaqint.com

204. Roundtable Discussion/Conversation Hour:

3:00PM-3:50PM

S. Hemisphere V

Communications and Analytics: Creating Impact With Data-Driven Insights

Session focuses on the challenges of communicating data insights in large organizations. I-Os are not taught how to translate insights into an employee-facing message. It isn't about sharing fancy data visualizations but instead about conveying the strategic outcomes and insights to positively influence the organization.

Sara Brothers, Whole Foods Market, *Host*

Danielle Gaston, PepsiCo, *Host*

Kristen Murray, Whole Foods Market, *Host*

Bennett A Price, PepsiCo, Inc., *Host*

Dave Snyder, Whole Foods Market, *Host*

Submitter: Sara Brothers, sabrothers@outlook.com

205. Symposium/Forum: 4:00PM-4:50PM Asia 1
Measurement Matters: Solving Global Problems Through I-O Psychology

Governments and donors aim to alleviate poverty while focusing on tracking impact through generating evidence and quality measurement. This symposium highlights what I-O psychologists are doing toward making development effective through rigorous measurement and research to ultimately improve accountability and development outcomes—the essence of the UN SDGs.

Walter Reichman, OrgVitality, *I-O Psychology and the Road to a Better Life*
Salman A. Jaffer, Social Impact, *Evaluations, Measurement, and Rigor: How I-O Can Contribute to Development*

Ishbel McWha, University of Edinburgh Business School, *Rewarding (Inter)*

National Aid Workers: A Question of Fairness

Ashley Hoffman, National Railroad Passenger Corporation (Amtrak), *Discussant*

Submitter: Salman A. Jaffer, salman.a.jaffer@gmail.com

206. Special Events: 4:00PM-4:50PM Asia 2
Executive Board Special Session: Update on the Revised SIOP Principles

The SIOP *Principles for the Validation and Use of Employee Selection Procedures*, last revised in 2003, are in the process of being updated. A SIOP committee has produced a draft, and comments from members will have been solicited before the conference. Key changes in the new Principles will be discussed.

Paul R. Sackett, University of Minnesota, *Co-Chair*

Nancy T. Tippins, CEB, *Co-Chair*

Submitter: Paul R. Sackett, psackett@umn.edu

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

HR

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, disfavoring 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, ablinebry@q4solutions.com

210-4 An Evaluation of Withdrawal, Burnout, Boredom, 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. Result 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, acoop31@gmail.com

210-8 Does Trait Self-Esteem Moderate the Motivational Consequences of Self-Threatening Feedback?

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 to 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 Romy, 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, LMX, 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, cjm1423@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.

Matthew J. Betts, Georgia Institute of Technology
 Ruth Kanfer, Georgia Institute of Technology
 Submitter: Matthew J. Betts, mbetts26@gmail.com

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.

Eunhee 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.

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, lbeer@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 by employees 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@mylaurier.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



eye-tracking and screen capture technologies can impact observation and analysis of cognitive tasks conducted by knowledge workers.

Haley Shelton, University of Nebraska Omaha

Joel Elson, University of Nebraska Omaha

Douglas C. Derrick, University of Nebraska Omaha

Erin Miles, University of Nebraska Omaha

Ginamarie Ligon, University of Nebraska Omaha

Submitter: Ginamarie Ligon, gligon@unomaha.edu

210-32 Role of Individual Differences in Evaluating Job Performance

The role of rater individual differences in weighting and combining OCB, CWB, and task performance dimensions when rating overall job performance was examined. Results supported findings from previous research that regulatory focus and Big 5 personality aspects have important relationships with individual performance dimensions and overall performance ratings.

Lalitha Urs, University of Minnesota

Aaron M. Schmidt, University of Minnesota

Submitter: Lalitha Urs, lalitha.urs@gmail.com

210-33 Stereotypes in the Context of Performance Appraisal

The hypothesis of this study was that gender stereotypes of aggression would influence performance evaluations of aggressive behavior. The lack of effect of participant gender and lack of 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*

Alixandra Pollack, Catalyst, *Panelist*

Elizabeth (Betsy) Hosick, Ms., Chevron Corporation, *Panelist*

Kimberly 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 Auenanger, 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 derailers 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, laura.m.eigel@pepsico.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 fragmented 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.

Reeshad S. 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, Wenmo Kong, George Mason University, Reeshad S. Dalal, George Mason University, Tyler Shaw, George Mason University, Sam Monfort, George Mason University, *Systems Thinking: A Conceptual Review and Integration*

Wenmo Kong, George Mason University, Samantha R. Dubrow, George Mason University, MaryJo Kolze, George Mason University, Reeshad S. Dalal, George Mason University, Tyler Shaw, George Mason University, *Predicting Job Performance with Systems Thinking: An Individual Difference Perspective*

Randy J. Brou, US Army Research Institute, Jennifer S. Tucker, US Army Research Institute, *Identifying the Nomological Network of Leader Systems Thinking Skills*

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: Reeshad S. 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 Bogilović, University of Ljubljana, Catherine E. Connelly, McMaster University, Matej Černe, University of Ljubljana, Miha Škerlavaj, BI Norwegian Business School, Linn Van Dyne, Michigan State University, *Conceptual and Empirical Differences and Similarities Between Knowledge Hiding and Silence*

Almasa Sarabi, Georg-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*

Laura Gniatczyk Byars, Blue Cross Blue Shield of Michigan, *Panelist*

Ashley M. Guidroz, 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*

Tomeria 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, Semin Park, University of Connecticut, Scott I. 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.uconn.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 challenge 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, Psymantics 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 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.

HRNathan E. Wiita, RHR International, *Chair*Leslie A. Bethencourt, ESPN, *Panelist*Amanda C. Shull, Nike, Inc., *Panelist*Dennis Sprenkle, Orlando City SC, *Panelist*Heidi Weingartner, Dallas Cowboys, *Panelist*

Submitter: Nathan E. Wiita, nathan.wiita@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 military occupational specialties. Topics include identification of critical physical tasks, development of task simulations, and validation of predictor tests.

Deborah L. Gebhardt, Human Resources Research Organization, Marilyn Sharp, US Army Research Institute of Environmental Medicine, Edward Zambraski, US Army Research Institute of Environmental Medicine, *Identification and Quantification of Physical Tasks in Combat Arms Military Occupational Specialties*

Todd Baker, Human Resources Research Organization, Marilyn Sharp, US Army Research Institute of Environmental Medicine, Stephen Foulis, US Army Research Institute of Environmental Medicine, Jan Redman, US Army Research Institute of Environmental Medicine, Edward Zambraski, US Army Research Institute of Environmental Medicine, *Design of and Reliability Assessment of Criterion Measure Task Simulation for U.S. Army*

Marilyn Sharp, US Army Research Institute of Environmental Medicine, Jan Redman, US Army Research Institute of Environmental Medicine, Stephen Foulis,

US Army Research Institute of Environmental Medicine, Edward Zambraski, US Army Research Institute of Environmental Medicine, *Validation of Physiological 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*Karlina 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 are 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., David F. Dubin, Dubin Advisory Group, 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*Darrin 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 facilitating 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*Evelyn E. Rogers, E. Rogers Associates, Inc., *Panelist*Brian J. Rugeberg, Aon Hewitt, *Panelist*Peter J. Rutigliano, Mercer | Sirota, *Panelist*Comila Shahani-Denning, Hofstra University, *Panelist*

Submitter: Maura J. Mills, mjmills@culverhouse.ua.edu

233. Symposium/Forum: 5:00PM-5:50PM S. Hemisphere III 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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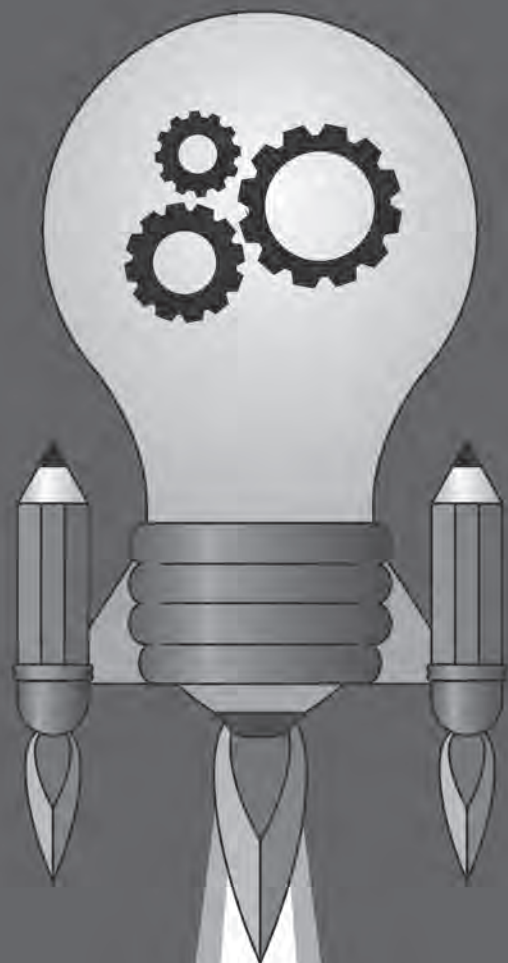
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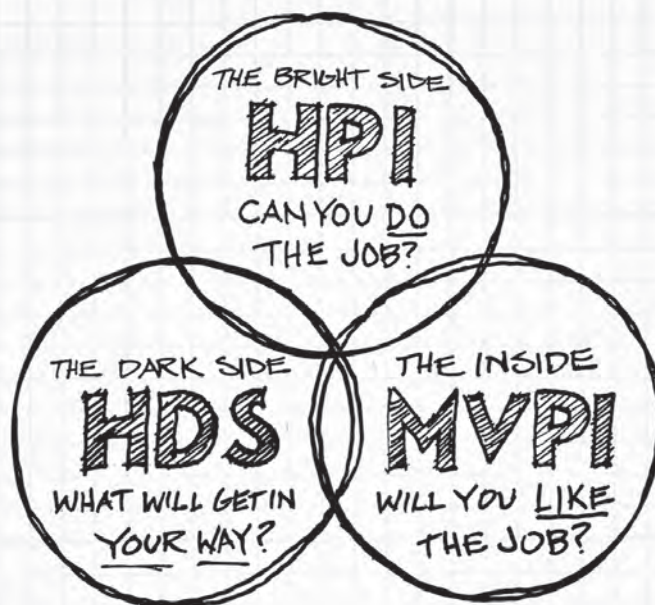
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Time	Americas Seminar Room	Asia 1	Asia 2	Asia 3	Asia 4	Asia 5	Atlantic BC	Australia 3	N. Hemisphere A1	N. Hemisphere A2	N. Hemisphere A3
8:00 AM	234: Work With Me: Practitioner Perspectives on Diversity and Inclusion Research	235: Illegitimate Tasks: The Establishment of a Legitimate Construct	236: Don't Take Quotes or Personality Assessment Validities Out of Context	237: Enhancing Understanding of Team Diversity Through the Lens of Faultlines	238: Natural Language Processing & Text Mining for I-O Psychologists	239: What Employers Want: Job Readiness Through High-Impact I-O Classes	254: Poster Session: Emotions/ Health & Safety	240: Advancing Occupational Health Psychology using Objective Health Outcomes	241: Creating an Ethical Workplace: Applying a Model for Ethical Behavior	242: Interpreting the Gender Gap: Understanding Women's Experiences in STEM Fields	243: Next Generation Assessment: The State of Innovations in Selection Science
8:30 AM											
9:00 AM											
9:30 AM	Coffee Break										
10:00 AM	255: Recent Advances in Personality Assessment and Validation: Beyond Self-Reports	256: Non-Probability Samples: Utility for I-O Research and Practice	257: Virtual Teams "in the Wild": Considering Individual and Contextual Influences	258: Mindfulness and Employee Outcomes: Examining Intervention Effects	259: Making Research Reproducible: Tutorial for Reproducible Research With R Markdown	260: Novel Approaches to Noncognitive Skills Assessment for the Workplace	261: Poster Session: Inclusion/ Training	262: New Within-Person Perspectives on Affect Across Work and Home	263: Professional Development Words of Wisdom for Students and Early-Career Practitioners	264: Current and Future DoD-Funded Research Opportunities in I-O Psychology	265: R Shiny: Using Apps to Support I-O Research
10:30 AM							275: Poster Session: Personality				
11:00 AM											
11:30 AM	276: Creating a More Inclusive I-O Psychology		277: Executive Board Session: Getting Engaged in I-O Advocacy and Federal Research Funding		278: Early Wins in Machine Learning: Practical Examples	279: Expanding Knowledge About Mobile Assessments Across Devices and Applicants	275: Poster Session: Personality	280: Measuring the Employee Experience in Today's Ever Changing Organizational	281: Globalizing Selection Systems: What You Need to Know for Success	282: Our Relationship With Turnover: It's Complicated	283: Using Personality Assessment to Predict Valued Outcomes in Healthcare
12:00 PM											
12:30 PM	294: I'm Here. Now What? Perceptions and Impact of Women Leaders	295: Breaking the Glass: Influence of Applicant Gender on Recruiting	296: Invited Session: Reflections on the State of Science	312: Do You See What I See? Integrating Divergent Data Insights	297: Cutting Edge Perspectives of Shared Leadership Networks	298: Talent Management Data Integration: Are You REALLY Doing It?	293: Poster Session: Careers/ Org Justice/Org Performance	299: Employment Stress & Financial Hardship: Implications for Occ. Health	300: Beyond Dollars and Cents: The Spectrum of ROI	301: MTurk as Work (and Not Just a Recruitment Method)	302: Item Response Theory: New Directions for Research and Practice
1:00 PM											
1:30 PM	315: Administration CAN be good!	316: Communicating Our Value as I-O Practitioners	317: Executive Board Session: Understanding I-O Education & Training From an Intl Perspective		318: Overcoming Common Problems in Meta-Analyses	319: Invited Session: Toward a 'New Organization': Building and Measuring Teams	313: Poster Session: CWB & Deviance	320: Is There a Replication "Crisis" (Yet) in I-O Psychology?	321: Words of Attraction: Job Ad Wording to Diversify Applicant Pools.	322: Leveraging Assessment Data: Creative Approaches to Finding Talent	323: Counter-Productivity in a Military Context
2:00 PM											
2:30 PM	Coffee Break										
3:00 PM	333: Connecting Education and the Labor Market: 21st Century Skills and Work Force Readiness.	334: Stereotypes and Discrimination: Fresh Looks at an Age-Old Issue		335: Social Network Analysis: Advances in Methodology, Theory, and Application	336: Using New metaBUS Functions to Facilitate Systematic Reviews and Meta-Analyses	337: Getting Started as a New Teacher in I-O and OB/HR	338: Poster Session: Groups/ Prosocial		339: Looking Beyond Validity to Ensure Assessment Success		340: The Aging Workforce and Sustainable Workplace Around the World
3:30 PM											
4:00 PM											
4:30 PM											
5:00 PM											

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

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Time	N. Hemisphere A4	N. Hemisphere E1	N. Hemisphere E2	N. Hemisphere E3	N. Hemisphere E4	Pacific BC	S. Hemisphere I	S. Hemisphere II	S. Hemisphere III	S. Hemisphere IV	S. Hemisphere V								
8:00 AM	244: Assessments on Mobile Devices: Our Opportunities at Digital Speed	245: More Than Just Average: Novel Approaches to Measurement in Teams	246: Contemporary Views and Methods for Dimension Reduction	247: Defining, Evaluating, and Improving High Potential Programs	248: Big Data, Big Responsibility: Enabling Users through Policy and Practice		249: I See What You Did There: Data Visualization in Action	250: Beyond Culture's Consequences: How to Move Forward	251: Driving Innovation: Beyond Light Bulbs and Thinking Outside the Box	252: They Said What? I-O in the Media	253: Limits of Engagement: A Panel Discussion								
8:30 AM																			
9:00 AM																			
9:30 AM	Coffee Break																		
10:00 AM	266: Don't Ask, I'll Tell: New Considerations in Stigma Disclosure Research	267: Emotional Intelligence: Does It Work at Work?	268: Social Media for Employment Decisions: The Good, Bad, and Ugly	269: High-Potential Identification: You're Doing it Wrong	270: Leadership & Diversity: Implications for Organizations in the 21st Century		271: Alliance Special Session: 100 Years of I-O Research: Contributions From Around the Globe	272: Executive Succession: Potential to Perform or Perform to Potential?	273: Making Telework, Work: Remote Mentoring, Leadership, and Teamwork	274: Burden of Proof: Can I-Os and Employment Counsel Successfully Collaborate?									
10:30 AM																			
11:00 AM																			
11:30 AM	284: Practical Advice on Assessing and Developing Key Managerial Transitions	285: Vision-Based Coaching for Intentional Change: Insights From Research	286: Impact, Contribution, and the Culture of Science in I-O Psychology		287: Maladaptation: Building the Nomological Net of Derailing Traits and Behaviors		288: Personality Dynamics at Work: Integrating Between-Person Stability and Within-Person Change	289: Revenge, Heart Problems, and Drugs: Consequences of Workplace Mistreatment	290: SIOP Teaching Tools Available for Industrial-Organizational Psychology Classes	291: Integrations and Partnering With Technology: Experiences and Best Practices	292: Driving Development and Careers Through Experiences								
12:00 PM																			
12:30 PM	303: Team-Level Interventions: Using Personality Data to Enhance Team Effectiveness	304: Mobile Assessment: Small Screens Become Mainstream (Demo & Panel Discussion)	305: Perspectives on Workplace Age Discrimination: Prevalence, Processes, and Outcomes	306: So You Want to Write a Book? Advice for Authors			308: Invited Session: New Wine, New Bottle – NLP Applications to Talent Management	309: From the Outside, In: Technology's Influence on I-O Psychology	310: I-O From the Other Side: Internal-External Consulting Dynamics	314: You've Provided Insights, Now What?	311: The I-O of the Future: Identifying and Closing Skill Gaps								
1:00 PM																			
1:30 PM	324: Yearly, Quarterly, Monthly, Daily: Choosing the Best Survey Cadence	325: Linking Organizational Culture to Patient Safety and Healthcare Quality	326: Using I-O for Good: The Power of Prosocial I-O Work	327: Measurement Invariance of Work-Family Conflict and Psychological Well-Being Measures	328: Alliance Special Session: The Impact of Technology on Recruitment and Selection		329: I-O Psychology in an IT World	330: Taking a "Little Data" Approach in a Big Data World	331: An Examination of Candidate Completion Rates	Translating Talent Analytics Into Actions	332: All Hands on Deck: Male Buy In and Gender (In)Equality								
2:00 PM																			
2:30 PM	Coffee Break																		
3:00 PM	341: Competency Models: Develop, Socialize, Sustain		342: Entrepreneurial Innovation: I-O Psychologists Experimenting in Organizations	343: Continuing to Broaden the Scope of IRT in Organizational Research	344: Don't Trust the B: Bisexual Stigma in Modern Organizations		345: Data Visualization With R	346: Development and Scoring of Construct-Focused Situational Judgment Tests	347: Focusing in on Driving Action in a Shifting Survey Landscape	348: Annual EEOC/OFCCP Practitioner Update	349: Married... With Children: Strategies for Surviving Grad School With Family								
3:30 PM																			
4:00 PM																			
4:30 PM							350: Closing Plenary												
5:00 PM																			

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Careers/Mentoring/Socialization/Onboarding/Retirement

- 273 Making Telework, Work: Remote Mentoring, Leadership, and Teamwork, S. Hemisphere III, 10:00AM
- 292 Driving Development and Careers Through Experiences, S. Hemisphere V, 11:30AM
- 293 Posters 2-4, 7-12, 14-16, 18, 19, 22, 23, 26,-29, 31-33, Atlantic BC, 12:00PM
- 296 Invited Session: Reflections on the State of Science, Asia 2, 12:30PM
- 333 Connecting Education and the Labor Market: Skills and Workforce Readiness, Americas Seminar Room, 3:00PM

Coaching/Leadership Development

- 247 Defining, Evaluating, and Improving High Potential Programs, N. Hemisphere E3, 8:00AM
- 285 Vision-Based Coaching for Intentional Change: Insights From Research, N. Hemisphere E1, 11:30AM

Consulting Practices/Ethical Issues

- 248 Big Data, Big Responsibility: Enabling Users Through Policy and Practice, N. Hemisphere E4, 8:00AM
- 252 They Said What? I-O in the Media, S. Hemisphere IV, 8:00AM
- 310 I-O From the Other Side: Internal-External Consulting Dynamics, S. Hemisphere III, 12:30PM
- 314 You've Provided Insights, Now What? Translating Talent Analytics Into Actions, S. Hemisphere IV, 1:00PM

Counterproductive Behavior/Workplace Deviance

- 241 Creating an Ethical Workplace: Applying a Model for Ethical Behavior, N. Hemisphere A1, 8:00AM
- 289 Revenge, Heart Problems, and Drugs: Consequences of Workplace Mistreatment, S. Hemisphere II, 11:30AM
- 313 Posters 1-33, Atlantic BC, 1:00PM
- 323 Counterproductivity in a Military Context, N. Hemisphere A3, 1:30PM

Emotions/Emotional Labor

- 254 Posters 8, 10, 13-16, 19, 21, 22, 27, 29, & 31, Atlantic BC, 8:30AM
- 267 Emotional Intelligence: Does It Work at Work?, N. Hemisphere E1, 10:00AM

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

- 282 Our Relationship With Turnover: It's Complicated, N. Hemisphere A2, 11:30AM

Global/International/Cross-Cultural Issues

- 250 Beyond Culture's Consequences: How to Move Forward, S. Hemisphere II, 8:00AM
- 271 Alliance Special Session: 100 Years of I-O Research: Contributions From Around the Globe, S. Hemisphere I, 10:00AM
- 281 Globalizing Selection Systems: What You Need to Know for Success, N. Hemisphere A1, 11:30AM
- 328 Alliance Special Session: The Impact of Technology on Recruitment and Selection: International Perspectives, N. Hemisphere E4, 1:30PM

Groups/Teams

- 245 More Than Just Average: Novel Approaches to Measurement in Teams, N. Hemisphere E1, 8:00AM
- 257 Virtual Teams "in the Wild": Considering Individual and Contextual Influences, Asia 2, 10:00AM
- 319 Invited Session: Toward a New Organization: Building and Measuring Teams, Asia 5, 1:30PM
- 338 Posters 2-5, 7-9, 11-21, 23-25, & 28-33, Atlantic BC, 3:00PM

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

- 234 Work With Me: Practitioner Perspectives on Diversity and Inclusion Research, Americas Seminar Room, 8:00AM
- 237 Enhancing Understanding of Team Diversity Through the Lens of Faultlines, Asia 3, 8:00AM
- 242 Interpreting the Gender Gap: Understanding Women's Experiences in STEM Fields, N. Hemisphere A2, 8:00AM
- 261 Posters 1-7, 9, 11-13, 16-18, 20, 23-28, 32, & 33, Atlantic BC, 10:00AM
- 266 Don't Ask, I'll Tell: New Considerations in Stigma Disclosure Research, N. Hemisphere A4, 10:00AM
- 270 Leadership and Diversity: Implications for Organizations in the 21st Century, N. Hemisphere E4, 10:00AM

- 276 Creating a More Inclusive I-O Psychology, Americas Seminar Room, 11:30AM
- 321 Words of Attraction: Job Ad Wording to Diversify Applicant Pools, N. Hemisphere A1, 1:30PM
- 332 All Hands on Deck: Male-Buy in and Gender (In)Equality, S. Hemisphere V, 1:30PM
- 334 Stereotypes and Discrimination: Fresh Looks at an Age-Old Issue, Asia 1, 3:00PM
- 344 Don't Trust the B: Bisexual Stigma in Modern Organizations, N. Hemisphere E4, 3:00PM

Innovation/Creativity

- 251 Driving Innovation: Beyond Light Bulbs and Thinking Outside the Box, S. Hemisphere III, 8:00AM
- 342 Entrepreneurial Innovation: I-O Psychologists Experimenting in Organizations, N. Hemisphere E2, 3:00PM

Job Analysis/Job Design/Competency Modeling

- 341 Competency Models: Develop, Socialize, Sustain, N. Hemisphere A4, 3:00PM

Job Attitudes/Engagement

- 253 Limits of Engagement: A Panel Discussion, S. Hemisphere V, 8:00AM
- 280 Measuring the Employee Experience in Today's Ever Changing Organizational Environment., Australia 3, 11:30AM
- 324 Yearly, Quarterly, Monthly, Daily: Choosing the Best Survey Cadence, N. Hemisphere A4, 1:30PM

Judgment/Decision Making

- 346 Development and Scoring of Construct-Focused Situational Judgment Tests, S. Hemisphere II, 3:00PM

Leadership

- 284 Practical Advice on Assessing and Developing Key Managerial Transitions, N. Hemisphere A4, 11:30AM
- 294 I'm Here. Now What? Perceptions and Impact of Women Leaders, Americas Seminar Room, 12:30PM
- 297 Cutting-Edge Perspectives of Shared Leadership Networks, Asia 4, 12:30PM
- 350 Closing Plenary, Pacific BC, 4:30PM

Legal Issues/Employment Law

- 274 Burden of Proof: Can I-Os and Employment Counsel Successfully Collaborate?, S. Hemisphere IV, 10:00AM
- 348 Annual EEOC/OFCCP Practitioner Update, S. Hemisphere IV, 3:00PM

Measurement/Statistical Techniques

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

Occupational Health/Safety/Stress & Strain/Aging

- 235 Illegitimate Tasks: The Establishment of a Legitimate Construct, Asia 1, 8:00AM
- 240 Advancing Occupational Health Psychology Using Objective Health Outcomes, Australia 3, 8:00AM
- 254 Posters 1-7, 9, 11, 12, 17, 18, 20, 23-26, 28, 30, & 32-34, Atlantic BC, 8:30AM

- 258 Mindfulness and Employee Outcomes: Examining Intervention Effects, Asia 3, 10:00AM
 299 Employment Stress and Financial Hardship: Implications for Occupational Health, Australia 3, 12:30PM
 305 Perspectives on Workplace Age Discrimination: Prevalence, Processes, and Outcomes, N. Hemisphere E2, 12:30PM
 340 The Aging Workforce and Sustainable Workplace Around the World, N. Hemisphere A3, 3:00PM

Organizational Culture/Climate

- 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 From the Outside, In: Technology's Influence on I-O Psychology, S. Hemisphere II, 12:30PM
 329 I-O Psychology in an IT World, S. Hemisphere I, 1:30PM
 336 Using New metaBUS Functions to Facilitate Systematic Reviews and Meta-Analyses, Asia 4, 3:00PM

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

- 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



=Reproducible
Research session



=Reproducible
Research Track

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 Workplace 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 Neuchâtel, 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, Marino 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 × 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 résumé-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



see pp. 8-9
for more
information

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*

Adriane 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,

Portland State University, *Job Characteristics and BMI: Mediating Effects of Health and Well-Being*

Kimberly A. French, University of South Florida, Tyler Henderson, University of South Florida, Tammy D. Allen, University of South Florida, *Challenge and Hindrance Stressors and Metabolic Risk Factors*

Jemma B. King, University of Queensland, Neal Ashkanasy, University of Queensland, Nicole A. Gillespie, University of Queensland, *Effects of Emotional Intelligence Training on Objective Stress and Performance*

Allison S. Gabriel, University of Arizona, James M. Diefendorff, University of Akron, Douglas Magill, University of Akron, *Physiological Responding During Customer Interactions: The Role of Dispositional Affect*

Ryan C. Johnson, Ohio University, *Discussant*

Submitter: Tori L. Crain, Tori.Crain@colostate.edu

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@psionline.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. Wexler, 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 Workplace Incivility 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 Malter 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*

Noshir Contractor, Northwestern University, *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, Fors Marsh Group LLC, Ronald P. Vega, Fors Marsh Group, *Interpreting Cluster Analysis using Relative Importance*

Garett 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, J. 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: Garett N. Howardson, garett.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 You Did There: Data Visualization in Action

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, *Chair*
Katerina Bezrukova, 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. Siedor, 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 Janovics, 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. Kutcher, 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. Kutcher, 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 Dumaisnil, 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 Dumaisnil, aidandumaisnil@gmail.com

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 corrections 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 Cigularov, 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.a@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 Cigularov, Old Dominion University

Submitter: Gargi Sawhney, gargisawhney85@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

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254-11 A Mediation Analysis of the Effects of Occupational Injuries

Research examines the effects of occupational injuries among individuals who have experienced physical workplace injuries. Mediation analyses provide 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 Lumberras, 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, gardenrc@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

Christine Dye, George Mason University
 Seth A. Kaplan, George Mason University
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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.

Hairong Li, Auburn University
 Jinyan Fan, Auburn University
 Xiang Yao, Peking University
 Lu Zheng, Auburn University
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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 strains 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
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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. Alzaidalsharif, 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 Alzaidalsharif, raad.alsharif123@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
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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, yamad017@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. Frago, Wayne State University
 Alyssa K. McGonagle, UNC Charlotte
 Sarah R. Schmidt, Wayne State University
 Submitter: Zachary L. Frago, 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 10 consecutive workdays. Growth modelling indicated that positive affect followed a curvilinear weekly pattern, reaching its lowest point midweek.

Denisa Luta, University of Guelph
 Jeffrey Spence, University of Guelph
 Submitter: Denisa Luta, dluta@uoguelph.ca

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.

Yihao 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: Yihao Liu, yihao.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. Guarino, 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, gardenrc@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 re-

search 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. McAbee, Illinois Institute of Technology, *Chair*

Ray Fang, University of Toronto, Brian S. Connelly, University of Toronto, *Multirater 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. McAbee, Illinois Institute of Technology, Brian S. Connelly, University of Toronto, Yongsuhk Jung, 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. McAbee, smcabee@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, tmcglochlin@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, Kandice 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 Vazquez, 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

258. Symposium/Forum: 10:00AM-11:20AM Asia 3

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 Wolever, 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 Kusnick, Headlands Consulting, Andy Lee, Aetna, *A Randomized Control Pilot of Mindfulness Training in the Workplace*

Ute R. Hulsheger, Maastricht University, *Discussant*

Submitter: Charlotte Fritz, fritz@pdx.edu

259. Master Tutorial: 10:00AM-11:20AM Asia 4

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



see pp. 8-9
for more
information

260. Symposium/Forum: 10:00AM-11:20AM Asia 5

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. Kell, Educational Testing Service, *Chair*

Jennifer L. Klafehn, Educational Testing Service, *Co-Chair*

David M. Klieger, Educational Testing Service, Chelsea Ezzo, Educational Testing Service, Jennifer L. Bochenek, Educational Testing Service, Chen Li, Educational Testing Service, Frederick A. Cline, Educational Testing Service, *Can Other-Ratings Overcome the Diversity-Validity Dilemma in High Stakes Selection?*

Michelle Martin-Raugh, Educational Testing Service, Harrison J. Kell, Educational Testing Service, Lei Chen, Educational Testing Service, Gary Feng, Educational Testing Service, Chee Wee Leong, Educational Testing Service, Christopher Kitchen, Educational Testing Service, Su-Youn Yoon, Educational Testing Service, Blair Lehman, Educational Testing Service, *Automatically Scoring Personality Traits and Hireability Through Interview Responses*
Stephen Stark, University of South Florida, Seung-hwane (Sean) Joo, University of South Florida, Philseok Lee, University of South Florida, *Information Func-*

tions for Forced-Choice Items: Pair, Triplet, and Tetrad Comparisons

Jonathan F. Kochert, US Army, Patrick Barnwell, Educational Testing Service, Jennifer L. Klafehn, Educational Testing Service, Meghan Brenneman, Educational Testing Service, Cristina Anguiano-Carrasco, Educational Testing Service, Lauren M. Carney, Educational Testing Service, Chelsea Ezzo, Educational Testing Services, *Development of Innovative Measures Assessing Individual Differences in Cross-Culture Research*

Jennifer L. Klafehn, Educational Testing Service, Malcolm Bauer, Educational Testing Service, Bridgid Finn, Educational Testing Service, *Assessing Social Learning Through Game-Based Social Simulators*

Submitter: Harrison J. Kell, harrison.kell@gmail.com

261. Poster: 10:00AM-10:50AM Atlantic BC

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

Abdifatah A. Ali, Michigan State University

Ann Marie Ryan, Michigan State University

Chu-Hsiang Chang, Michigan State University

Submitter: Abdifatah A Ali, abdiali04@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 entity tests despite trusting incremental tests more.

Kaytlynn R. 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 affective 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@smr.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 an enlisted military sample ($N = 1,018$). Results showed differences in work contexts and activities most attractive to women and minority groups. Results are discussed and implications for recruiting are provided.

James F. Johnson, United States Air Force

John D. Trent, United States Air Force

Laura G. Barron, United States Air Force

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

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.



Joel T. Nadler, Southern Illinois University Edwardsville
 Megan Katherine O'Loughlin, Southern Illinois University Edwardsville
 Allison Neva Bischoff, Southern Illinois University Edwardsville
 Submitter: Joel T. Nadler, jnadler@siue.edu

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. Baldrige, Oregon State University
 Submitter: David C. Baldrige, David.Baldrige@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
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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
 Bice D. Lizza, Pennsylvania State University
 Submitter: Matt C. Howard, MHoward@SouthAlabama.edu

261-11 Promoting First-Generation Latino Success Through Parental Proeducational 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. Nittrover, 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.

Brett H. Neely, Pennsylvania State University
 Samuel T. Hunter, Pennsylvania State University
 Submitter: Brett H Neely, bhneely3@gmail.com

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.mg.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, cabberge@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@mylaurier.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, bobbiedrr@gmail.com

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 Hellsten, 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 trainers to expect trainees to struggle boosted trainees' performance.

Cody B. Cox, St. Mary's University
 James Swafford, Texas A&M University San Antonio
 Zachary Hanich, Texas A&M University San Antonio
 Submitter: Cody B. Cox, ccox9@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 items. As 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: Agentic and Communal Differences in Resumes

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. Resumes 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*
 Chelsea 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 N. Hemisphere A1
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 5 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 N. Hemisphere A2
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 N. Hemisphere A3
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*

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for more
information

Hannah Markell, George Mason University, *Presenter*
 Frank A. Bosco, Jr., Virginia Commonwealth University, *Presenter*
 Submitter: Samantha Holland, samahol@gmail.com

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, 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, RMendelson@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 Weathington, 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 and 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 Mourino, Rollins College, *Panelist*

Claudia C. Coglisier, Texas Tech University, *Panelist*

Barbara A. Fritzsche, University of Central Florida, *Panelist*

Amy E. Hurley-Hanson, Chapman University, *Panelist*

Manuel J. Tejeda, Barry University, *Panelist*

Submitter: Terri A. Scandura, scandura@miami.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.

Gilad Chen, University of Maryland, *Co-Chair*

Julie M. McCarthy, University of Toronto, *Co-Chair*

Miriam Erez, Technion, *Panelist*

Michael Frese, 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

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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. Moyer, 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 Burrus, 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. Sliter, 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, moor1291@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
Seckyoung 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 Followership Theories

Authors examined how followers' narcissistic rivalry and narcissistic admiration relate to various work outcomes and the moderating role of leaders' implicit followership 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, jec1424@jagmail.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 Universiteit 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
Winnie Shen, University of Waterloo

Submitter: Winnie 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, psychoticism) 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
Brenton M. Wiernik, University of Minnesota

Submitter: Brenda D. Ellis, ellis679@umn.edu

275-22 Perfectionism in Academic Performance and Well-Being: A Meta-Analytic Investigation

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, yamad017@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 two 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, Wilfrid Laurier University

Stephen D. Risavy, Wilfrid 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 narrower 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, zzhou@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

Weipeng 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 multisource 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

Jinlong Zhu, National University of Singapore

Jiafang 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

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, *LGBTQAAI-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 Uttley 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 Uttley, 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, jbradle3@uccs.edu

278. Symposium/Forum: 11:30AM-12:20PM Asia 4

Early Wins in Machine Learning: Practical Examples

This symposium highlights 3 sets of 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, 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, Katy Leinweber, Vanderbilt University, *Predicting Frontline Turnover: A Practical Approach Yielding Early Results*

Michael A. Campion, Purdue University, *Discussant*

Submitter: Christopher M. Rosett, rosettc2@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

Measuring the Employee Experience in Today's Ever Changing Organizational Environment.

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 | Sirota, *Navigating Organizational Change: Maintaining an Engaged Workforce During Changing*

J.D. Roux, Flex, Meisha-ann Martin, 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 Massei, 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. McGlochlin, 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 underused 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/Kieffer, *Predicting Physician Executive Performance*

Paul R. Boatman, Infor, Alexandra L. Dmytriw, Infor, *Impacting Healthcare Outcomes Through Personality Testing*

Justin Arneson, CPP, *Using Personality to Predict Medication Adherence*

Kathryn Roloff, J3Personica, Martine C. Maculaitis, J3Personica, Jolie M.B.

Terrazas, Baruch College, CUNY, Alan M. Friedman, J3Personica, Paul M.

Connolly, Performance Programs, Inc., *Personality Assessments Predict Resident Performance of Orthopaedic Surgery Core Competencies*

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. Dzieweczynski, 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

285. Symposium/Forum: 11:30AM-12:20PM N. Hemisphere E1 Vision-Based Coaching for Intentional Change: Insights From Research

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*

Gilad 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, Blaine H. Gaddis, Hogan Assessment Systems, *Dark Side Personality Characteristics, Health, and Workplace Stress*
Cindy McCauley, Center for Creative Leadership, *Identifying Maladaptive Sense-Making in Derailment-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.ac.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. McCluney, 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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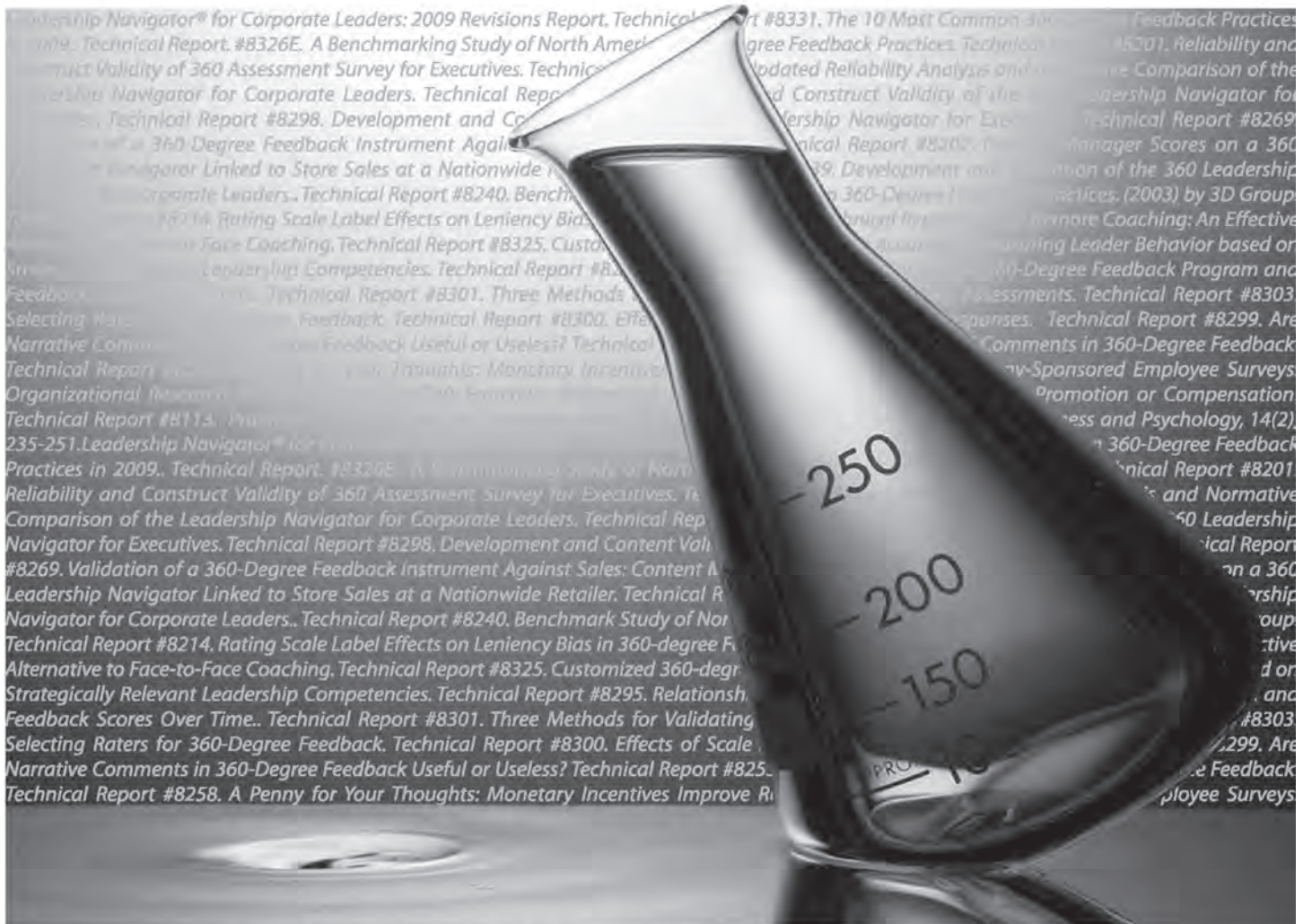
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2017 IBM SESSIONS AND PRESENTERS

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

Time	Location	Session Title
12:00 p.m.	N. Hemisphere E4	Discoveries in the Measurement and Function of Personality at Work Nigel Guenole
12:00 p.m.	N. Hemisphere A4	Mentoring for Women in I-O: Career Changes, Interruptions, and Transitions Jane Wu
12:00 p.m.	N. Hemisphere A1	Workplace Automation and the Future of IO Psychology Jenna Shapiro, Chris Lovato, Jackie Ryan
12:30 p.m.	Atlantic BC	Using Personality-Based Profile Similarity Indices to Guide Selection Decisions Jeff Labrador
1:30 p.m.	Australia 3	Industry Differences in Talent Acquisition: Practitioner Perspectives on Acquisition Strategies Jenna Cox and Amanda Klabzuba
5:00 p.m.	N. Hemisphere A1	A Theory That Works! Kevin Impelman
5:00 p.m.	N. Hemisphere A3	The real meaning of millennial talent: A practitioner perspective James Longabaugh

Friday, April 28

8:00 a.m.	Asia 2	Continuous Listening: Innovative Engagement Surveys Done More Frequently Chris Lovato and John Howes
10:00 a.m.	Atlantic BC	Using Imagined Intergroup Contact to Reduce Interview Bias Bre Wexler
11:30 a.m.	S. Hemisphere II	Assessment Centers: Advances in Scoring and Interpretation Nigel Guenole
11:30 a.m.	Asia 4	Dueling Consultants: Am I the Smarter One Here? Rick Pollak
12:00 p.m.	Atlantic BC	A meta-analytic investigation into career promotions and gender Nigel Guenole
12:00 p.m.	Atlantic BC	Autonomy: A Resource for Women in Low Gender Egalitarian Nations Haiyan Zhang
1:00 p.m.	N. Hemisphere E4	Best Practices in Personality-Oriented Job Analysis Jeff Labrador
3:00 p.m.	N. Hemisphere E4	Going Global: Cross-Cultural Measurement of Big Five Personality Scales Lisa Wager and Sage Ro
4:00 p.m.	Asia 8	M&As in the I-O World Kevin Impelman

Saturday, April 29

8:00 a.m.	N. Hemisphere A2	Academic and Social Climate Outcomes Vary by Gender Representation (within symposium called "Interpreting the STEM Gender Gap") Bre Wexler
10:00 a.m.	S. Hemisphere III	Making Telework, Work: Remote Mentoring, Leadership, and Teamwork Jenna Shapiro and Rob Synovec
10:00 a.m.	N. Hemisphere A1	Professional Development Words of Wisdom for Students and Early-Career Practitioners John Howes
12:30 p.m.	N. Hemisphere E1	Mobile Assessment: Small Screens Become Mainstream Kevin Impelman and James Longabaugh
1:30 p.m.	S. Hemisphere II	Taking a "Little Data" Approach in a Big Data World Lauren Beechly and Amanda Klabzuba
3:00 p.m.	N. Hemisphere A1	Looking Beyond Validity to Ensure Assessment Success Jane Wu and Amanda Klabzuba

293. Poster: 12:00PM-12:50PM

Atlantic BC

Careers/Organizational Justice /Organizational Performance**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 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 of 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, yuk@ruc.edu.cn

293-4 The Impact of Onboarding Levels on Utility and Work Attitudes

The author examined 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 postsocialization 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 Mediation-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 imposter phenomenon contributes to burnout and job satisfaction via different coping strategies. Results indicate that avoidant coping partially mediates the imposter-burnout relationship, and the imposter-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., concern, control, curiosity, 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, C≤ Technologies, Inc.

Aten Kwame Zaandam, Florida Institute of Technology

Submitter: Temitayo Lawal, tlawal2010@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 multiwave, 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 manager span of control and management practices in healthcare facilities.

Elizabeth A. Ritterbush, Auburn University

Anna J. Lorys, Auburn University

Submitter: Elizabeth A. Ritterbush, ear0034@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 for was developed 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. Brodbeck, 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, deceann2@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, klepore@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 psychometrically 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 Essayans Boyajian, 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@csulb.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 proposes 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
Xinxuan Che, Johns Hopkins University/University of South Florida
Joshua S. Quist, C&S Technologies, Inc.

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 Brescoll, 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, **Recruiting 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, karenmichellelanday@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. Familo-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 Saylor, 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.



Hanyi Min, Bowling Green State University, *Co-Chair*
 Michael J. Zickar, Bowling Green State University, *Co-Chair*
 Christopher D. Nye, Michigan State University, Seang-Hwane (Sean) Joo, University of South Florida, Stephen Stark, University of South Florida, *Advancing and Evaluating IRT Model Data Fit Indices*
 Tianjun Sun, University of Illinois at Urbana-Champaign, Bo Zhang, University of Illinois Urbana-Champaign, Stephen Stark, University of South Florida, Fritz Drasgow, University of Illinois at Urbana-Champaign, *Do Questionnaire Formats and Scoring Models Change the Construct Measured?*
 Hanyi Min, Bowling Green State University, Michael J. Zickar, Bowling Green State University, Georgi P. Yankov, Bowling Green State University, *Understanding Personality Item Parameters Using Exploratory Item Response Modeling*
 Louis Tay, Purdue University, *Discussant*
 Submitter: Hanyi Min, mhanyi@bgsu.edu

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 Longabaugh, 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/CDC, *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*
 Ulrike 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, III, Colorado State University, *Panelist*
 Laura L. Koppes 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, Psymantics 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*
 Amber Thomas, Select International, *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.

Olivia C. Reinecke, Louisiana Tech University, *Co-Chair*
 Steven R. Toaddy, Louisiana Tech University, *Co-Chair*
 Christopher P. Cerasoli, Group for Organizational Effectiveness, *Panelist*
 Charles A. Handler, Rocket-Hire LLC, *Panelist*
 Neil Morelli, The Cole Group, *Panelist*
 Daly Vaughn, Shaker, *Panelist*

Submitter: Olivia C Reinecke, ocreinecke@gmail.com

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 coworkers 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. Mroz, University of Nebraska-Omaha

Joseph A. Allen, University of Nebraska-Omaha

Nicole B. Landowski, University of Nebraska-Omaha

Submitter: Joseph E. Mroz, Jmroz@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.

Amy F. Huber, Illinois State University
 Alexandra Ilie, Illinois State University
 Dan Ispas, Illinois State University
 Dragos G. Iliescu, University of Bucharest, Romania
 Kevin L. Askew, Montclair State University

Submitter: Amy F. Huber, ahuber4@ilstu.edu

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-Ray Lukacik, University of Calgary

Joshua S. Bourdage, University of Calgary

Submitter: Eden-Ray Lukacik, eralukac@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

Huiwen Lian, Hong Kong University of Science and Technology

Lance Ferris, Pennsylvania State University

Samuel Hanig, University of Waterloo

Lisa M. Keeping, 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 (CWBs). This study investigates gender differences in the frequency of reporting CWBs on a required exit survey for graduating medical residents. Results indicate women report CWBs 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 a 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

Ted B. Kinney, Select International, Inc.

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. Kluepfer, University of Illinois at Chicago

Mark N. Bing, University of Mississippi

W. Matthew Bowler, Oklahoma State University

Jonathon 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 Crepeau, 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, C3legaul@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. Nesnidol, 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, mnishiok@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, shewa006@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, sims@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@me.com

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, shxyoon@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, kimx5890@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 analytics 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, employee retention, team staffing, compensation, corporate responsibility, and organizational effectiveness.

Zoa M. Ordonez, PepsiCo, *Chair*
 Brett Anthony Agypt, 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 Nalbantian, 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.

Mindy E. Bergman, Texas A&M University, *Chair*
 Peter D. Bachiochi, Eastern Connecticut State University, *Panelist*
 Reeshad S. Dalal, George Mason University, *Panelist*
 Melissa L. Gruys, 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 skillset clearly. During this panel, representatives from a variety of organizations will discuss personal experiences, lessons learned, and tips and tools for managing their I-O identities at work.

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, mpearce24@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 understand 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, mshuffl@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 Johnsen, 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, tlh2006@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 discussion 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*
 Derek S. Chapman, University of Calgary, *Presenter*
 Eva Derous, Ghent University, *Presenter*
 Stanley M. Gully, Pennsylvania State University, *Presenter*
 Jean Phillips, Pennsylvania State University, *Presenter*
 Sabine Sczesny, University of Bern, *Presenter*
 Lien M. Wille, Ghent University, *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.

Miriam T. Nelson, Aon Hewitt, *Chair*
 Megan Chandler, Marriott International, *Panelist*
 Matt Dreyer, Prudential Financial, *Panelist*
 Amy Dawgert Grubb, Federal Bureau of Investigation, *Panelist*
 Michal Kosinski, Stanford University, *Panelist*

Submitter: Miriam T. Nelson, .nelson@aonhewitt.com

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 Grievors: The Mediating Role of Justice*

Manon Mireille LeBlanc, Department of National Defence, Ann-Renee Blais, 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, Erinn C. Squires, Department of National Defence, Damian O'Keefe, Department of National Defence, *Effective Leadership Profiles: Impact on Workplace 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, srjohnson798@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 Zebrak, 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 dis-

cuss 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, DDI, *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 Escibano, IESE Business School, Stephanie A. Andel, 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, Chunhua Cao, University of South Florida, Tammy D. Allen, University of South Florida, Cary Cooper, University of Manchester, Laurent M. Lapierre, 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 Nikolaou, 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 Nikolaou, inikol@aub.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. Fetzner, 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

demonstrate the value a "Little Data" methodology: the theory-driven, hypothesis-based approach traditional to I-O psychology.

Leslie M. Golay, NuVasive, *Chair*

Lauren H. Beechly, IBM, Amanda Klabzuba, IBM, *Applying "Little Data" Research Methods to a "Big Data" Scenario: An Organizational Case Study*
David W. Reeves, II, Mercer | Sirota, Jason S. Guttaduria, Mercer | Sirota,
Using Traditional Data Analysis Methods With Bigish Data

Aaron J. Kraus, Liberty Mutual Insurance, *Using Small Data to Get Big Data: A Case Study on the Practical Power of Small Data*

Andrea M. Bizarro, JetBlue Airways, *Managing Leader Expectations in a Big Data World*

Submitter: Leslie M. Golay, lmgolay@gmail.com

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. Hudy, Shaker Consulting Group, *Discussant*

Submitter: Daniel B. Koletsky, dkoletsky@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)Equality

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 workforce. 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/is affected 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 Work Force Readiness*

Oliver P. John, University of California, Berkeley, *21st Century Characteristics: Factor Structure and Links to Big Five*

Rodney A. McCloy, 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 Wille, 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. Hanrahan, Northern Illinois University, Lisa Finkelstein, Northern Illinois University, *Prescriptive Age Stereotypes at Work*

Justin Marcus, Ozyegin University, Barbara A. Fritzsche, University of Central Florida, Nicholas A. Smith, Pennsylvania State University, Alissa Gebben, University of Central Florida, Cagla Sahin, Sahin, Ezgi Emiroglu, 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, lisaf@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. Kluth, 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. Listy, 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. Kluth, 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. Presenters will engage attendees by demonstrating and providing access to the online platform (<http://metabus.org/portal>).

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



see pp. 8-9
for more
information

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.

Jaclyn M. Jensen, DePaul University, *Co-Chair*
 Sara J. Perry, Baylor University, *Co-Chair*
 Joseph A. Allen, University of Nebraska at Omaha, *Co-Chair*
 Talya N. Bauer, Portland State University, *Panelist*
 Kenneth G. Brown, University of Iowa, *Panelist*
 Marcus W. Dickson, Wayne State University, *Panelist*
 Ann Marie Ryan, Michigan State University, *Panelist*
 Submitter: Jaclyn M. Jensen, jjense10@depaul.edu

338. Poster: 3:00PM-3:50PM**Atlantic BC****Groups / Prosocial****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. Oberdear, 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 Monksy, 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 Monksy, douglasmonksy@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 Walch, 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
 Matthias 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

Milliani Jimenez-Rodriguez, U.S. Army Research Institute

Gerald F. Goodwin, U.S. Army Research Institute

Submitter: Jamie B. Severt, jsevert@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, mkkerry@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, sjylyk@gmail.com

338-15 Building Blocks of Shared Leadership: Compositional Traits and Compilational Specialties

Research examines the compilational (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. Kukenberger, University of New Hampshire

Submitter: Lauren D'Innocenzo, lauren.dinnocenzo@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 testified 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 ($r = .38, p < .05$). Furthermore, means cores for individual roles positively correlated with performance.

Todd Pfenninger, AlixPartners

Bailey Schrock, Central Michigan University

Eleanor Lovering, Central Michigan University

Rusty Gillain, 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 Morrisette, 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 interdisciplinarity, 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.

Jieun Park, University of South Carolina
 Mark A. Maltarich, University of South Carolina
 Sherry Thatcher, University of South Carolina
 Donald Schepker, University of South Carolina
 Submitter: Jieun Park, jepark695@gmail.com

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 exit-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, aegloss@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 are 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

Jaimie L. Chen, University of Akron
 Amanda L. Thayer, University of Akron
 Submitter: Caitlin Elaine 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 a creative problem-solving task and the role of goal orientation for moderating 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 Klabzuba, IBM, *Panelist*
 Jacqueline A. Sahm, Hogan Assessments, *Panelist*
 Jill Mowry Strange, Infor, *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. Fritzsche, University of Central Florida, Justin Marcus, Ozyegin University, Fatma Sevgili, Istanbul University, Ferry Fleurimond, 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. Tamanini, DDI, *Co-Chair*

Carol Jenkins, Assess Systems, *Panelist*

Lisa Malley, DDI, *Panelist*

Ren Nygren, Walmart Stores Inc., *Panelist*

Christine R. Scheu, CEB, *Panelist*

James C. Sharf, 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, tiffanyripley@gmail.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, cjgray@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

see pp. 8-9
for more
information

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 designing situational judgment tests (SJTs), 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.

Juliya 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: Ingenuity or Folly?*

Juliya 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*

Cristina Anguiano-Carrasco, Educational Testing Service, Chelsea Ezzo, Educational Testing Service, Lauren M. Carney, Educational Testing Service, Patrick Barnwell, Educational Testing Service, Meghan Brenneman, Educational Testing Service, Jonathan F. Kochert, US Army, *A Thurstonian-IRT Scoring Approach to a Coping Strategy SJT*

James A. Grand, University of Maryland, Benjamin R. Levine, University of

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. Panelist 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 – Program ID-196

Opportunities and Challenges in Electronic
Human Resource Management

4:30 PM – Program ID-221

Invited Session: SIOP Shaken & Stirred

Saturday – April 29, 2017

8:00 AM – Program ID-243

Next Generation Assessment – The State of
Innovations in Selection Science

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

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- 292 Driving Development and Careers Through Experiences, S. Hemisphere V, 11:30AM
- 293-2 A Dual Identification Perspective on Talents' Relation to Their Workgroup, Atlantic BC, 12:00PM
- 293-3 Impact of Leadership and Norms on Newcomers' Coworker Helping Trajectories, Atlantic BC, 12:00PM
- 293-4 The Impact of Onboarding Levels on Utility and Work Attitudes, Atlantic BC, 12:00PM
- 293-7 Coevolution Model of Newcomers' Psychological Contract Formation and Social Networks, Atlantic BC, 12:00PM
- 293-8 The Impact and Development of Psychological Capital on Job Seekers, Atlantic BC, 12:00PM
- 293-9 Does Adaptability Always Increase P-O fit? A Mediation-Moderation Perspective, Atlantic BC, 12:00PM
- 293-10 The Impact of the Intern-Supervisor Relationship Within College Internships, Atlantic BC, 12:00PM
- 293-11 Avoiding the Issue: Why Imposters Burn Out, Atlantic BC, 12:00PM
- 293-12 Mentoring Support and Occupational Satisfaction: A Latent Growth Model, Atlantic BC, 12:00PM
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- 293-15 Competencies and Critical Experiences to Transition Between I-O Career Paths, Atlantic BC, 12:00PM
- 293-16 Workforce Aging and Firm Performance: The Moderating Effects Organizational Culture, Atlantic BC, 12:00PM
- 293-18 A Longitudinal Analysis of Hiring Process Variables on Job Attitudes, Atlantic BC, 12:00PM
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- 293-27 Who Is Coachable? Construct Validity of the Coachability Scale, Atlantic BC, 12:00PM
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- 293-31 Effects of Mentorship Quality on Mentors' Work-to-Family Positive Spillover, Atlantic BC, 12:00PM
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 313-16 Examining Peer Reactions to Constructive and Destructive Deviance, Atlantic BC, 1:00PM
 313-17 Leaders Blame Victims and Forgive Favorites When Assessing Employee Deviance, Atlantic BC, 1:00PM
 313-18 When in Rome: The Effects of Coworker Abusive Behavior, Atlantic BC, 1:00PM
 313-19 Identifying Dark Triad Managers Using Routinely Collected Data, Atlantic BC, 1:00PM
 313-20 A Meta-Analysis of Victim Dispositional Traits and Workplace Victimization, Atlantic BC, 1:00PM
 313-21 Rocking the Boat but Getting Kicked Out: Employee Challenging Voice, Atlantic BC, 1:00PM
 313-22 Role of Bullying, Distributive Justice, and Recourse on Employee Loyalty, Atlantic BC, 1:00PM
 313-23 CWB Scales Moderate the CWB-Job Satisfaction Relationship: A Meta-Analysis, Atlantic BC, 1:00PM
 313-24 Goal Setting and Unethical Behavior: Journey Toward the Goal Matters, Atlantic BC, 1:00PM
 313-25 Emotional Intelligence and Counterproductive Work Behaviors: A Meta-Analytic Examination, Atlantic BC, 1:00PM
 313-26 Third Party Reactions to Mistreatment of a Supervisor, Atlantic BC, 1:00PM
 313-27 Intentionality's Effects on the Dimensionality and Frequency of Workplace Aggression, Atlantic BC, 1:00PM
 313-28 An Item Response Theory Analysis of CWB Measurement Artifacts, Atlantic BC, 1:00PM
 313-29 Reliability Generalization of Bennett and Robinson's Workplace Deviance Scale, Atlantic BC, 1:00PM
 313-30 The Liability of Organizational Pride, Atlantic BC, 1:00PM
 313-31 How and When Unethical Leader Behavior Influences Knowledge Sharing, Atlantic BC, 1:00PM
 313-32 Cognitive Dissonance Mechanisms Applied to Organizational Theft, Atlantic BC, 1:00PM
 313-33 A Sense of (Im)balance in Interpersonal (Mis)treatments at Work, Atlantic BC, 1:00PM
 323 Counterproductivity in a Military Context, N. Hemisphere A3, 1:30PM

Emotions/Emotional Labor

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

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

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

Global/International/Cross-Cultural Issues

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

Groups/Teams

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

Human Factors/Ergonomics

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

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

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

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

Innovation/Creativity

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

Job Analysis/Job Design/Competency Modeling

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

Job Attitudes/Engagement

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

Job Performance/Citizenship Behavior

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

Judgment/Decision Making

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

Leadership

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

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

Legal Issues/Employment Law

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

Measurement/Statistical Techniques

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

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

Motivation/Rewards/Compensation

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

Occupational Health/Safety/Stress & Strain/Aging

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

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

Organizational Culture/Climate

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

Organizational Justice

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

Organizational Performance/Change/Downsizing/OD

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

Performance Appraisal/Feedback/Performance Management

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

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

Personality

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

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

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

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

Research Methodology (e.g., surveys)

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

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

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

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

Strategic HR/Utility/Changing Role of HR

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

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

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

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

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

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

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

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

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

Training

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

Work and Family/Nonwork Life/Leisure

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

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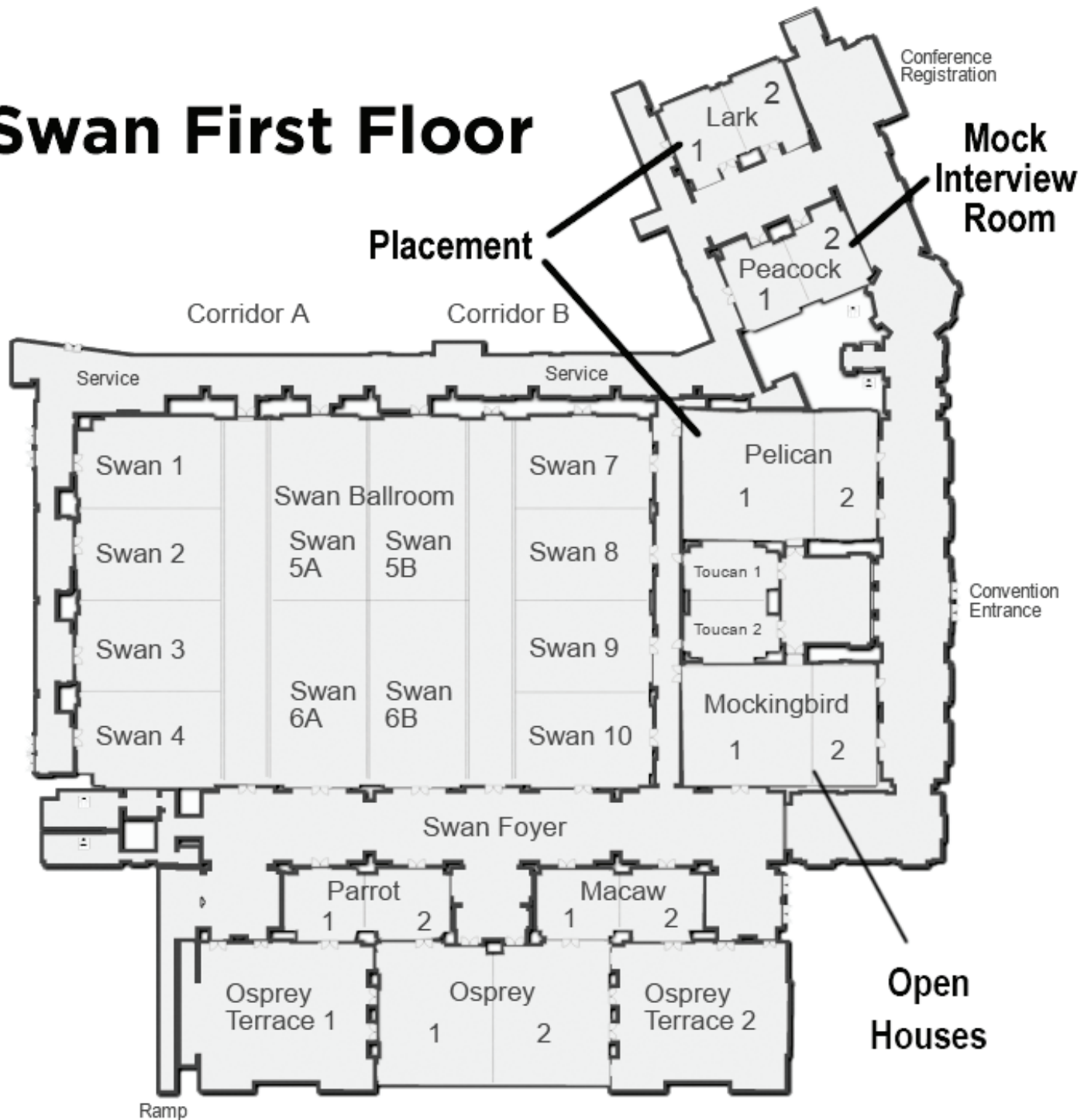
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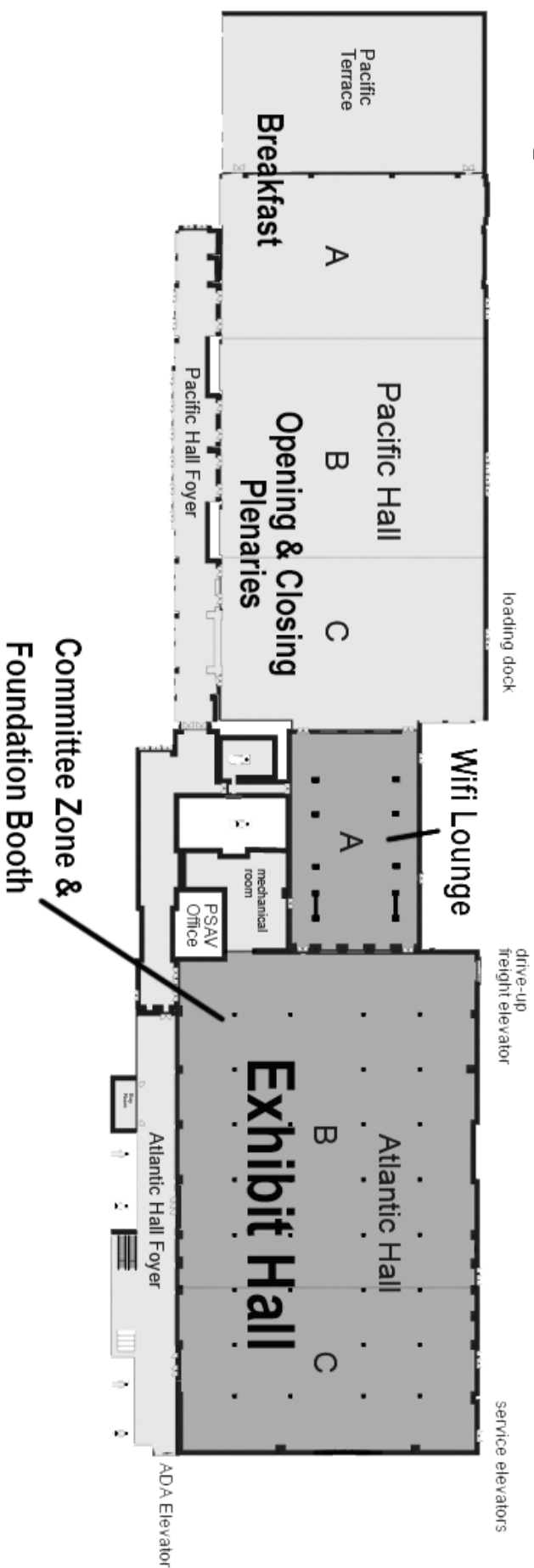
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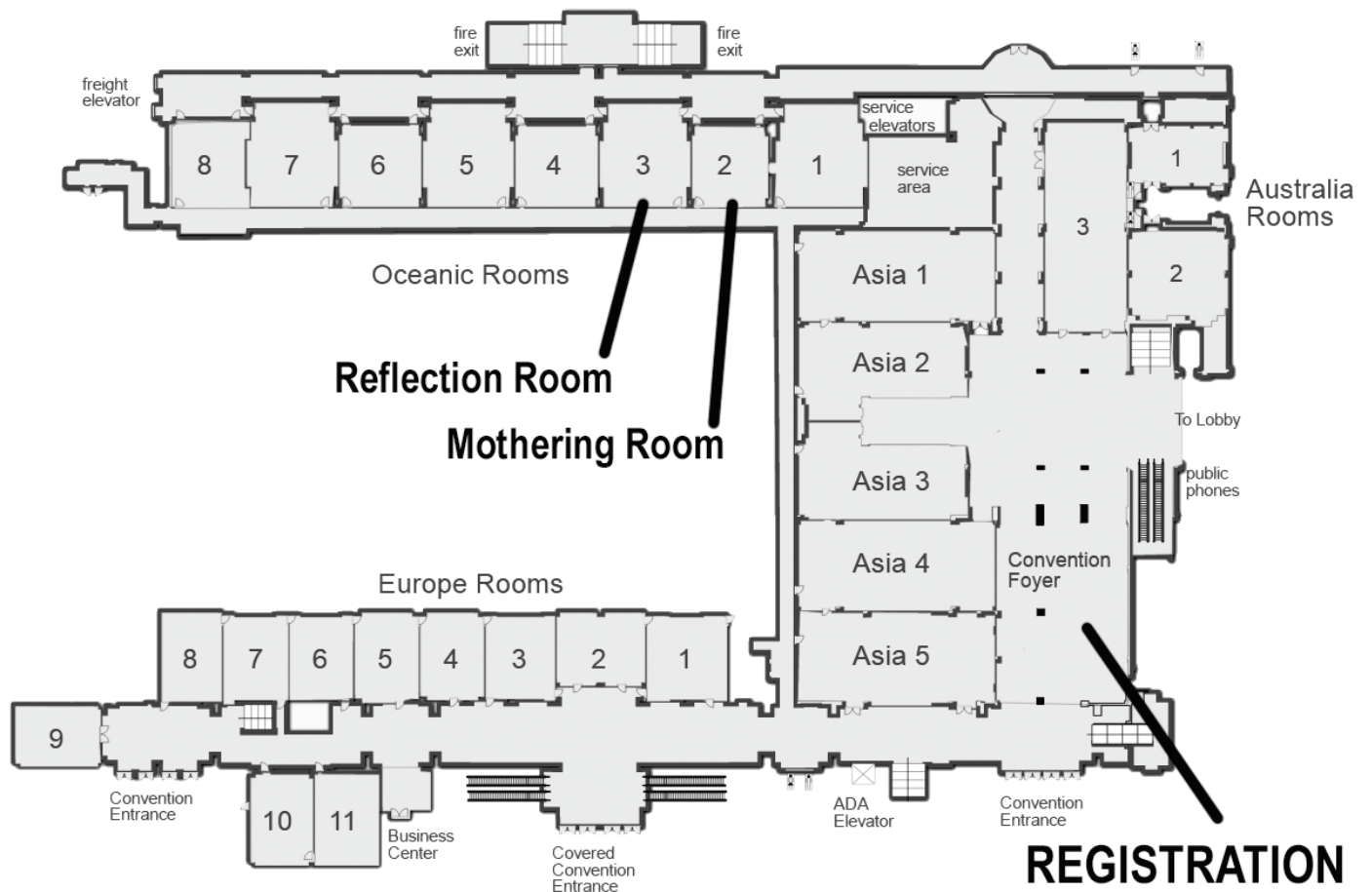
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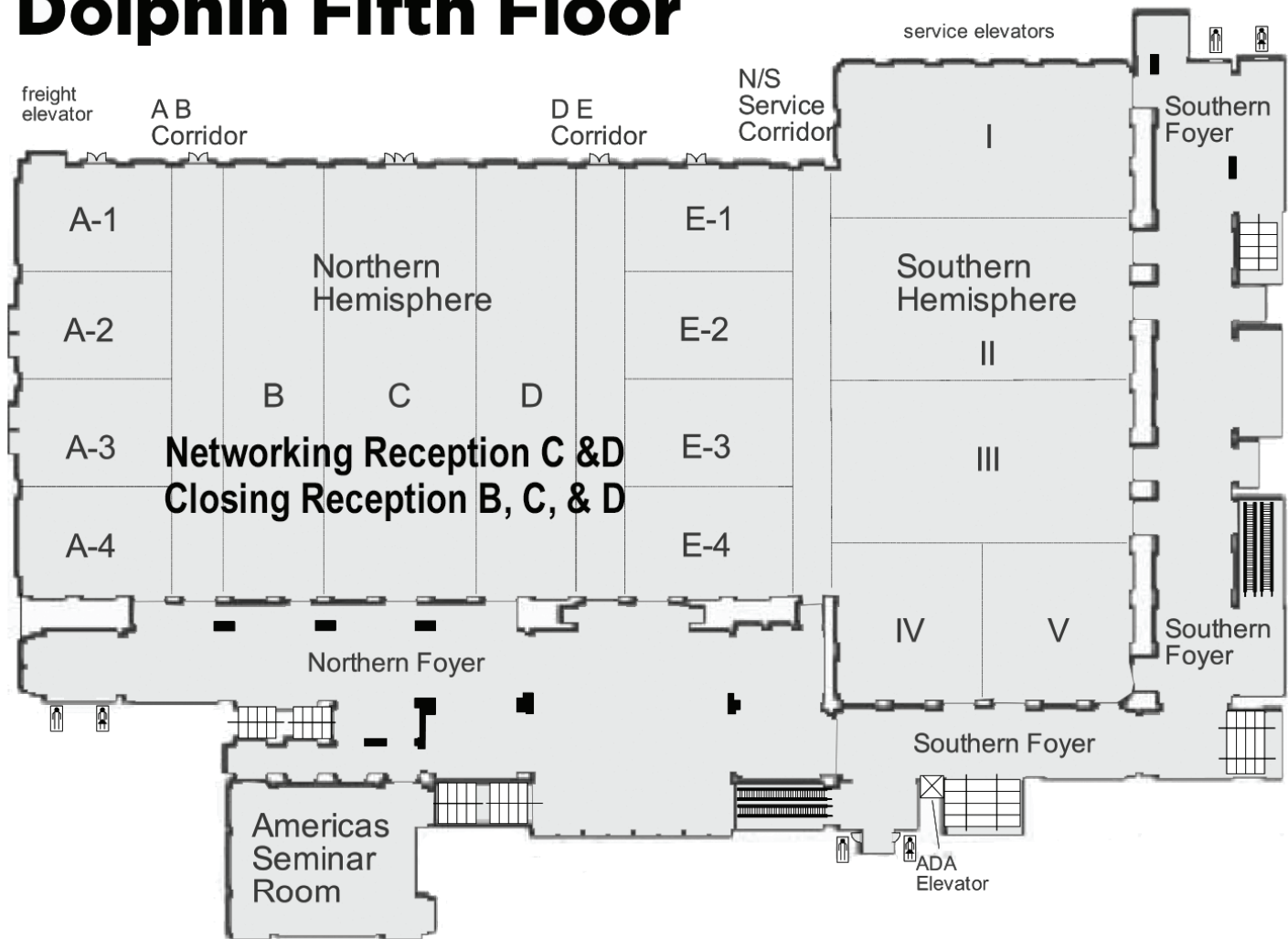
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