



Program Guide

Titles, abstracts, and speakers for all sessions and posters at the 2021 SIOP Annual Conference

All times listed in this guide are in US Central/New Orleans time.



LIVE SESSIONS

The following pages list the approximately 175 Live Zoom sessions. These can be accessed in the “Agenda” section of Whova by clicking on the date on which the session is scheduled. The link to Whova SIOP 2021 site is:

https://whova.com/portal/webapp/siop_202104/

4/15/2021 9:00 AM-9:50 AM

Invited: 2021 Distinguished Scientific Contributions Award Winner: Herman Aguinis (Special Event - 113352)

Dr. Herman Aguinis will provide an overview of the research that was the driving force behind this award. Topics include corporate social responsibility, star performers, test bias and fairness, performance management and appraisal, selection and placement, training and development, and research methods. This will be an interactive conversation with the audience.

Liberty J. Munson (AUTHOR); Joseph A. Allen (CHAIR); Herman Aguinis (PRESENTER)

4/15/2021 9:00 AM-9:50 AM

EB A Discussion: SIOP Membership Trends Then, Now, and Beyond (Special Event - 112932)

With the growing interest in I-O psychology, it is imperative that SIOP examines its emerging membership to ensure member needs continue to be a priority. This Executive Board block panel discussion will include leaders from both academia and practice who will interpret the findings from the membership committee. These leaders will offer guidance on how to enrich the future of SIOP membership.

Michelle L. Goro (CHAIR); Allan H. Church (CHAIR); Michelle L. Goro (CHAIR); Caitlin J. Jacobson (PRESENTER); Eden B. King (PRESENTER); Elaine D. Pulakos (PRESENTER); Enrica N. Ruggs (PRESENTER); Nicole M. Ginther (PRESENTER); Shanique G. Brown (PRESENTER); Steven G. Rogelberg (PRESENTER); Tiffany R. Poepelman (PRESENTER)

4/15/2021 9:00 AM-9:50 AM

What to Include in a Measure of Inclusion? Three Approaches From the Field (Symposium - 112477)

In recent years, many organizations have made efforts to advance their measurement of inclusive culture at work. This session speaks to the experience of three such organizations, who designed new measures of inclusive culture in order to identify meaningful opportunities to enhance their employee experience. Best practices in designing and reporting on inclusive culture surveys will be offered. Additional Data:(1) Using the Employee Experience to Inform the Update of Inclusive Measures at Lilly (Hammerle)(2) Employee Surveys and I&D: The Art and Science of Uncovering Hotspots (Hendrickson)(3) Inclusive Culture Survey Development (Nordan)

Alec B. Nordan (CHAIR); Victoria Hendrickson (PRESENTER); Tracy Erin Peto (PRESENTER); LeClaire Teets (PRESENTER)

4/15/2021 9:00 AM-9:50 AM

Generalizing Nonstandard Work Doesn't Work: Examining Nonstandard Work Heterogeneity (Symposium - 111769)

Although work arrangements have traditionally been characterized as permanent, full-time, on-site, and under organizational supervision, nonstandard work arrangements are on the rise. This session will draw attention to the diversity in nonstandard work manifestations by presenting a novel model of paid employment and 4 studies highlighting heterogeneity within the nonstandard work economy. Additional Data:(1) Not my Type: Creating a Typology of Paid Employment (Bricka & Schroeder)(2) More Alike than Different? Examining Variance in the Experience of Gig Work Challenges (Caza, Reid, Ashford, & Granger)(3) Similarities in Rideshare Drivers' and Crowdworkers' Financial Dependence (Brawley Newlin)(4) Variability in COVID-19 Worker Impact Across Gig Work Industries (Alanis & Marquez)(5) The Effect of Coworking Spaces on Work-Life and Work-Family Boundaries (Dickson)

Amber N. Schroeder (CHAIR); Traci Bricka (CHAIR); Brianna Caza (PRESENTER); Erin Reid (AUTHOR); Susan J. Ashford (AUTHOR); Steve Granger (AUTHOR); Alice M. Brawley Newlin (PRESENTER); Josee Marie Alanis (PRESENTER); Sergio Miguel Marquez (AUTHOR); Ashleigh Dickson (PRESENTER)

4/15/2021 9:00 AM-9:50 AM

Asynchronous Video Interviews Today, Artificial Intelligence Analysis Tomorrow? (Symposium - 111728)

The rapid development of various digital interview tools has outpaced I-O research within the field of pre-hire assessment. In this session, 5 presenters address asynchronous video interviewing, and especially the current trend arising from the opportunity to conduct automated analysis using artificial intelligence technologies. Authors thus offer research-based and practical insights. Additional Data:(1) Asynchronous Video Interviews today - Artificial Intelligence Analysis tomorrow? (Tschope & Brandt)(2) The role of preparation time on interview performance in video interviews (Basch, Melschers, Schuwerk & Herzer)(3) Effects of Partisanship on Asynchronous Video Interview Evaluations (Diaz,

Lukacik, Bourdage & Roulin)(4) Automated Linguistic Analysis to Predict Personality in Asynchronous Video Interviews (Brandt, Englund, Justenhoven, Gonzalez & Tschope)(5) Visual cues for personality judgments: two recent studies and future directions (Cannata, Breil & Jansen)

Nico Tschöpe (CHAIR); Davide Cannata (PRESENTER); Johannes Basch (PRESENTER); Marie Wendel (PRESENTER); Oke Steffen Brandt (PRESENTER); Pedro Diaz (PRESENTER); Eden-Raye Lukacik (AUTHOR); Evelyn Schuwerk (AUTHOR); Helen Herzer (AUTHOR); Joshua S. Bourdage (AUTHOR); Klaus G. Melchers (AUTHOR); Manuel F. Gonzalez (AUTHOR); Mats P. Englund (AUTHOR); Maximilian Jansen (AUTHOR); Nicolas Roulin (AUTHOR); Richard Justenhoven (AUTHOR); Simon M. Breil (AUTHOR); Theresa Lena Ruwe (AUTHOR)

4/15/2021 9:00 AM-9:50 AM

Opportunities in I-O Research Utilizing Eye-Tracking Methodology (Master Tutorial - 112181)

This session aims to showcase the benefits of using eye-tracking methodology in I-O psychology. Authors provide an overview of eye-tracking methodology by detailing the data that it provides (i.e., gaze and pupillometry data) as well as the value it can have in I-O research. This session will include a demo of using eye tracking.

Yuliya Cheban (CHAIR); Luke P. Kayga (PRESENTER); Charles A. Scherbaum (CHAIR); Paul J. Hanges (PRESENTER)

4/15/2021 9:00 AM-9:50 AM

Diary of a Remote Team: Applying Systems Theory to Understand Distributed Teams (Panel Discussion - 111913)

This panel will discuss the challenges of leading distributed teams using systems theory to understand remote work from various perspectives, including employees, managers, teams, and organizations. The session will be of interest to practitioners overseeing remote work programs, academicians exploring future research, and anyone who works remotely, manages remote workers, or has remote teammates.

Corina Rice (CHAIR); Bradford S. Bell (PRESENTER); Clare Honeybourne (PRESENTER); Jennifer Tricia Lindberg McGinnis (PRESENTER); N. Sharon Hill (PRESENTER); William Shepherd (PRESENTER)

4/15/2021 9:00 AM-9:50 AM

Developing Leaders for Tomorrow: Research on Leadership Interventions and Assessments (Symposium - 112485)

Leaders need to be well-equipped to face diverse challenges. This research-focused symposium presents 3 studies with implications for leader development. Findings imply that (a) training increases adaptive leadership behavior, (b) an online intervention contributes to leader's engagement in self-development activities, (c) performance feedback for leaders should focus on overall performance.

Additional Data:(1) How to Learn Adaptive Leadership? Comparing Leadership Interventions (Ingold, Heimann & Kleinmann)(2) Enabling Leader Self-Development: An Online Intervention Study (Heimann & Haltiner)(3) Structuring Developmental Feedback for Managers with Performance Ratings (Jackson, Michaelides, Schwencke & Toms) Anna Luca Heimann (CHAIR); Pia Ingold (PRESENTER); Duncan J.R. Jackson (PRESENTER); Brian J. Hoffman (DISCUSSANT); Silvan Haltiner (AUTHOR); George Michaelides (AUTHOR); Ben Schwencke (AUTHOR); Simon Toms (AUTHOR)

4/15/2021 9:00 AM-9:50 AM

Developing an AI Organization Across the Employee Lifecycle (Panel Discussion - 111706)

This panel brings together diverse practitioner perspectives on the importance of developing an artificial intelligence (AI) driven organization. They will explore the motivation, implications, and challenges that organizations are faced with when implementing AI, specifically across the employee lifecycle.

Melissa Marie Fakler (CHAIR); Gema Ruiz de Huydobro (PRESENTER); Timothy C. Lisk (PRESENTER); Daisy Chung (PRESENTER); Patrick Saikas (PRESENTER); Sarah Haidar (PRESENTER)

4/15/2021 9:00 AM-9:50 AM

Update and Discussion of the APA Ethics Code Revision Effort (Alternative Session - 111553)

This session will inform attendees and solicit their feedback about the ongoing APA Ethics Code revisions. SIOP will have experienced at least one opportunity to provide comments on draft content for the revised Code, with more pending. It is incumbent on SIOP to use multiple avenues to inform members and reflect their input to the APA Ethics Code Task Force that is revising the Code.

Deirdre J. Knapp (CHAIR); Gabrielle M. Blackman (PRESENTER); Joel M. Lefkowitz (PRESENTER)

4/15/2021 10:00 AM-11:20 AM

Invited: 2020 Dunnette Prize Winner: Paul Sackett (Special Event - 113360)

Dr. Paul Sackett, winner of the 2020 Dunnette Prize, one of the most prestigious awards in psychology, will provide a career retrospective, highlighting contributions to conceptualizing job performance, examining fairness and bias in selection systems, and the role of a variety of individual difference constructs and measures, including ability, personality, integrity, and situational judgment.

Liberty J. Munson (AUTHOR); Deniz S. Ones (CHAIR); Paul R. Sackett (PRESENTER)

4/15/2021 10:00 AM-11:20 AM

SIOP Machine Learning Competition (Special Event - 113160)

This year's competition is all about creating algorithms that predict important, competing outcomes while minimizing bias in a real-world use-case: hiring decisions. Using closed-ended pre-employment assessment data, can you make hiring decisions that not only drive key business outcomes but also ensure fairness? The top 4 winning teams will present their approach.

Nick C. Koenig (CHAIR); Isaac Benjamin Thompson (CHAIR)

4/15/2021 10:00 AM-11:20 AM

Police Reform and I-O Psychology: How We Can Get Involved (Panel Discussion - 111941)

Empirical evidence on police violence in the US demonstrates that it is pervasive and disproportionately targets racial minorities, as highlighted by the recent series of high-profile police killings of Black citizens. This panel will discuss issues of police conduct and racial bias, identify solutions to these problems, and highlight ways I-O psychologists can contribute to police reform.

Lindsay Y. Dhanani (CHAIR); Mike G. Aamodt (PRESENTER); Christopher Wiese (CHAIR); Alison Vania Hall (Birch) (PRESENTER); Lars U. Johnson (PRESENTER); Enrica N. Ruggs (PRESENTER); Bill Scott (PRESENTER)

4/15/2021 10:00 AM-11:20 AM

Creative Ways to Get the Word Out About I-O Psychology (Alternative Session - 111460)

Although I-O psychology is becoming more visible, its capabilities are still misunderstood. This alternative session includes panelists who have undertaken creative outreach methods (discussion board, podcast, Instagram accounts, videos, children's books, and communities) to better advance the visibility of our field. A roundtable discussion for those who want to learn/do more will be hosted.

Lisa M. Kath (CHAIR); Juliet Aiken (PRESENTER); Benjamin L. Butina (PRESENTER); Macy E. Cheeks (PRESENTER); Cavan J. Gray (PRESENTER); Shavonne Holman (PRESENTER); Zytaly Magana Corona (PRESENTER); Sevelyn Jade VanRonk (PRESENTER); Sayeedul Islam (DISCUSSANT); Alexandra Ochoa (PRESENTER); Brian H. Kim (PRESENTER)

4/15/2021 10:00 AM-11:20 AM

Mobile Assessments: Leveraging the Smallest Devices to Paint the Biggest Picture (Alternative Session - 112432)

Empirical research on the topic of pre-employment assessments and mobile devices continues to lag the increasing adoption and use of such technology, and the potential impact it may have on test takers' experience and test results. A panel of assessment practitioners will discuss current research and technology, opportunities and challenges, and best practice formats for mobile assessments.

James R. Longabaugh (CHAIR); Kevin Impelman (CHAIR); Kristin M. Delgado (PRESENTER); Jerilyn Hayward (PRESENTER); Rachel T. King (PRESENTER); Jeffrey R. Labrador (PRESENTER); Jensen T. Mecca (PRESENTER); Elizabeth A. Ritterbush (PRESENTER); Daly Vaughn (PRESENTER)

4/15/2021 10:00 AM-11:20 AM

Teaching Big Data Methods in I-O Graduate Curriculum 3.0 (Alternative Session - 112055)

To keep up with advances in Big Data, organizational scientists must be trained in Big Data analytics and related conceptual issues. Extending 2 successful sessions held at past SIOP conferences, this session presents 3 learning modules exploring cutting edge Big Data topics and discusses their integration into courses taught in I-O graduate programs. Additional Data:(1) Curating big datasets from free online data sources using APIs (Landers)(2) Inductive and

Abductive Approaches to Science (Woo)(3)
 Interpreting Machine Learning Models (Liu)
 Samuel T. McAbee (CHAIR); Feng Guo (AUTHOR);
 Andrew Samo (AUTHOR); Richard N. Landers
 (PRESENTER); Sang Eun Woo (PRESENTER); Mengqiao
 (MQ) Liu (PRESENTER)

4/15/2021 10:00 AM-11:20 AM

The Future of Team Composition: Robots, Cyber Teams and Decision-Support Systems (Alternative Session - 111630)

As organizations face complex, unexpected, and time-sensitive challenges, team composition becomes increasingly critical. This session will discuss research on team composition for the future in the context of robotic/human teams, adaptability in team composition (using military cybersecurity teams as a case study), and emerging strategies for selecting team members using decision-support systems.

Jaclyn Martin (CHAIR); Rita Lazzarini (CHAIR);
 Alexandra Harris-Watson (PRESENTER); Gerald F.
 Goodwin (PRESENTER); Kara L. Orvis (PRESENTER);
 Cynthia K. Maupin (PRESENTER); Noshir Contractor
 (AUTHOR); Leslie A. DeChurch (AUTHOR); Helene K.
 Felber (AUTHOR); Michelle S. Kaplan (AUTHOR); Hong
 Xue (AUTHOR)

4/15/2021 10:00 AM-11:20 AM

I-O Meets Coaching: What's New in Coaching Research? (Symposium - 112312)

This tour through 5 coaching studies travels from basic 1-to-1 coaching competencies, through team coaching competencies, to moderators of coaching outcomes, and into the exotic world of artificial intelligence (AI) coaching. This intermediate-level session will cover coaching practice analysis techniques, an AI coach framework, and validation methods to address AI coaching deficiencies.
 Additional Data:(1) Coaching Under the Microscope: Findings from a Global Practice Analysis (O'Shea, Sinclair)(2) A Practice Analysis of Team Coaching (DiGirolamo, Ammons)(3) Contexts for Optimized Coaching: Key Factors Moderating Coach-Guided Growth (Sinar, Auer)(4) Design Considerations for Creating Artificial Intelligence Coaches (Terblanche)(5) Toward Explainable and Unbiased Artificially Intelligent Assessment and Coaching (Barney, Goebel) Patrick Gavan O'Shea (CHAIR); Joel A. DiGirolamo (CHAIR); Andrea Sinclair (AUTHOR); Gage Ammons (AUTHOR); Evan F. Sinar (PRESENTER); Elena Auer

(AUTHOR); Nicky Terblanche (PRESENTER); Matt Barney (PRESENTER); Allen P. Goebel (AUTHOR)

4/15/2021 10:00 AM-11:20 AM

Current Issues and Future Directions in Engagement at Work (Panel Discussion - 111567)

There have been several contrasting opinions among engagement researchers about its theoretical definition, distinctiveness from other job attitudes, and the adequacy of its measurements. The purpose of this panel is to clarify issues regarding the conceptual and operational definition of engagement and discuss areas for future research.

Lindsey Freier (CHAIR); Michael Andrew Shea (CHAIR); Brent Anthony Stevenor (AUTHOR); Clare L. Barratt (CHAIR); Jamie A. Gruman (PRESENTER); Alan M. Saks (PRESENTER); Wilmar B. Schaufeli (PRESENTER); Benjamin Schneider (PRESENTER); Brad Shuck (PRESENTER)

4/15/2021 10:00 AM-11:20 AM

Science on the Fly: The Imperfect Reality of Research in Practice (Panel Discussion - 111944)

The mission of trained I-O psychologists is to apply science to improve the well-being and performance of people and the organizations employing them. In practice however, leadership or client requests, assumptions, and restrictions present challenges to conducting quality research. I-O practitioners will discuss balancing client requirements with good science and the tradeoffs that can occur. Additional Data:(1) Why don't you care about my change in R-square? (Cox)(2) Employee Surveys: Balancing practicality and rigor (Cavanaugh)(3) Determining the Right Spot Along the Off-the-Self to Custom Continuum (Higden)(4) Psychology at the Speed of Business (Quesnell)(5) "Good enough" that gets buy-in beats "great" that is neglected (Robinson) Michael W. Natali (CHAIR); Brennan D. Cox (PRESENTER); Sean D. Robinson (PRESENTER); Stephanie A. Zajac (PRESENTER); Tim Quesnell (PRESENTER)

4/15/2021 11:30 AM-12:20 PM

Making SIOP More Accessible: Conferences, Networking, and Beyond (Special Event - 116378)

Do you have ideas about making SIOP events more accessible? Are you eager to meet other SIOP professionals interested in disability research and learn about what the Disability Inclusion &

Accessibility ad hoc Committee (DIAC) has been working on? Grab a snack and join DIAC during this interactive break for an informal discussion about accessibility within SIOP. Everyone is welcome!
Susan D'Mello (CHAIR); Alecia M. Santuzzi (PRESENTER); Christine L. Nittrouer (PRESENTER); Linda Lou Coto (PRESENTER); Sandra L. Fisher (PRESENTER)

4/15/2021 11:30 AM-12:20 PM

**Q&A With the Ambassador Program Committee
(Special Event - 116373)**

Have questions regarding the conference? Curious how to make the most of it? The Ambassador Program Committee is providing an open forum to help ensure you have the best conference experience. Come join us!

Stefanie A. Mockler (CHAIR); Catherine Savage (CHAIR)

4/15/2021 11:30 AM-12:20 PM

Anti-Racist I-O (Special Event - 116358)

We will facilitate an open conversation on what anti-racism means, its place in I-O Psychology, and how it differs from and extends traditional work on Diversity, Equity, and Inclusion. We welcome practitioners, academics, and students to attend to learn more about anti-racism in the workplace, and share (and learn about) resources developing our research and practice in anti-racist I-O.

Juliet Aiken (CHAIR); Afra S. Ahmad (CHAIR); Christopher T. Sanders (CHAIR); Domonique Edwards (CHAIR)

4/15/2021 11:30 AM-12:20 PM

**Remote Workforces in a Post-COVID-19 World
(Community of Interest - 113130)**

As organizations continue to innovate with new work from home policies, previous guidelines for how to manage a partially remote workforce need updating. Perspectives to be explored include occupational health and wellness (e.g., work-life balance), team formation and dynamics, and organizational culture.

Amy E. Crook (CHAIR); Ashley Rittmayer Hanks (PRESENTER); Katharine O. Murray (PRESENTER)

4/15/2021 11:30 AM-12:20 PM

Rigor in People Analytics: How Much Is Practical in Organizations? (Community of Interest - 113126)

The value of people analytics as a competitive advantage has become clear. However, practicality and ethical questions remain barriers to successful implementation. This session will target how data analytic teams can best overcome these obstacles to deliver rigorous insights to their stakeholders that are practical, actionable, and ethical.

Katharine O. Murray (CHAIR); Eduardo Erazo (PRESENTER); Kyle J. Page (PRESENTER)

4/15/2021 12:00 PM-1:20 PM

Invited: 2021 Distinguished Teaching Contributions

Award: David Costanza (Special Event - 113359)

In this session, Dr. David Costanza will provide a brief overview of his teaching and research interests, focusing on how to make I-O psychology relevant to students. The remainder of the session will be devoted to a conversation with the audience where he will answer questions and provide insights on what it takes to excite students about I-O.

Liberty J. Munson (AUTHOR); Lisa Finkelstein (CHAIR); David P. Costanza (PRESENTER)

4/15/2021 12:00 PM-1:20 PM

Theme Track: Helping Employees Heal and Transform in Times of Crisis (Special Event - 113115)

COVID-19 has forced organizations to adapt rapidly and face issues head on that may have avoided in the past. This session will share how Akron Children's Hospital and BetterUp addressed the crisis by focusing first on well-being, highlighting the resources and actions taken to foster resilience and growth in the workplace.

Charmane Harrison (CHAIR); Richard N. Landers (CHAIR); Ashley M. Yousufzai (PRESENTER)

4/15/2021 12:00 PM-1:20 PM

Dirty Laundry: An Inclusive Discussion About Graduate Program Diversity (Alternative Session - 112596)

Are I-O graduate training programs diverse? A forthcoming survey explores how programs are including social justice (SJ) and inclusion in the curriculum. This roundtable session is intended to: (a) discuss the current state of SJ in I-O programs, (b) help stakeholders collaborate and improve graduate programs, (3) to create a social justice scorecard to rate I-O graduate training programs.

Cynthia Cerrentano (CHAIR); Nathan Price (PRESENTER); Alexander Abney-King (PRESENTER); Olabisi A. Atoba (PRESENTER); Lorena Solis (CHAIR); Jenna-Lyn R. Roman (PRESENTER)

4/15/2021 12:00 PM-1:20 PM

Working Anywhere: How-to Guide From Seasoned Remote Workers (Panel Discussion - 112382)

The participants will provide an engaging panel discussion about working remotely prior to the COVID-19 pandemic and since the pandemic started. The seasoned remote workers will discuss how they

work remotely effectively, maintain boundaries, and overcome obstacles. They will also discuss the impact of the COVID-19 pandemic on working remotely.

Amy Gammon (PRESENTER); Amie D. Lawrence (CHAIR); Che L. Albowicz (PRESENTER); Jessica R. Petor (PRESENTER); Katrina Piccone Merlini (PRESENTER)

4/15/2021 12:00 PM-1:20 PM

Pandemic Hiring: Challenges, Opportunities, and Everything in Between (Panel Discussion - 112554)

Many organizations have been forced to enact significant changes in the way they operate their businesses and manage their human capital in a short period of time as a result of the COVID-19 pandemic. With reevaluation in mind, it is key to understand the impact on employee selection and to explore whether a change in processes and practices is necessary.

Josh W. Allen (PRESENTER); Julian Bryant Allen (PRESENTER); Elizabeth M. Grimaldi (PRESENTER); Robert E. Lewis (DISCUSSANT); Christina Norris-Watts (PRESENTER); Jay H. Steffensmeier (PRESENTER); Gina A. Seaton (CHAIR)

4/15/2021 12:00 PM-1:20 PM

Research Incubator: Methodological Challenges in Team Composition Research (Alternative Session - 112461)

Authors discuss methodological issues in team composition research, including an experimental design framework, measurement issues in compilational and compositional emergence of team states, and applications of network analysis and computational modeling. Content targets introductory to intermediate familiarity with team composition research. Audience participation is encouraged through polling. Additional Data:(1) Toward an Innovative Experimental Paradigm for Studying Team Staffing & Composition (Thayer, Carter, Shuffler, Luciano, Brown, Tannenbaum, Salas, & Ruark)(2) Content and Structure of Compilational Emergent States (Murase & Roebuck)(3) Computational Modeling of Teams from First Principles (Outland)(4) A Network-Based Method to Recommend Optimal Team Compositions for Space Exploration (Antone, DeChurch, Morton, Bell, & Contractor)

Neal Outland (CHAIR); Gregory A. Ruark (AUTHOR); Alexandra Harris-Watson (CHAIR); Toshio Murase (PRESENTER); Adam A. Roebuck (AUTHOR); Brennan Antone (AUTHOR); Leslie A. DeChurch (PRESENTER);

David Morton (AUTHOR); Suzanne T. Bell (AUTHOR); Noshir Contractor (AUTHOR); Jacob Garrett Pendergraft (CHAIR); Amanda L. Thayer (PRESENTER); Dorothy R. Carter (AUTHOR); Marissa L. Shuffler (AUTHOR); Margaret M. Luciano (AUTHOR); Tara Brown (AUTHOR); Scott I. Tannenbaum (AUTHOR); Eduardo Salas (AUTHOR)

4/15/2021 12:00 PM-1:20 PM

Network Analysis Shows Changes in Collaboration During COVID19 Outbreak (Panel Discussion - 112531)

An introductory discussion of how collaboration and networking changed pre and post COVID 19 outbreak and resulting remote work through the lens of organizational network Analysis (ONA). The panel comprises 2 practitioners (Johnson & Johnson and Merck), a data expert from Microsoft, and an academic whose research is focused on collaboration and networking.

Cody Martin (CHAIR); Robert Cross (PRESENTER); Bennet Voorhees (PRESENTER); Connor Joyce (PRESENTER)

4/15/2021 12:00 PM-1:20 PM

Executive Coaching in Extreme Times: Handling New and Unusual Scenarios (Panel Discussion - 111908)

This panel of experienced coaches will share best practices and insights from personal experience coaching leaders through new or unusual situations. Panelists will use a storytelling approach to this discussion, highlighting contextual considerations and tips for successfully building trust and rapport, as well as leveraging assessments to drive change and measuring the impact of coaching.

Corina Rice (CHAIR); Jill Pennington (PRESENTER); Josh Rogers (PRESENTER); Joshua Douglas Cotton (PRESENTER); Julianne Brown (PRESENTER)

4/15/2021 12:00 PM-1:20 PM

UX for I-O: Key Principles for Employee User Experience in I-O Tools (Panel Discussion - 112555)

This session will present research grounded advice to I-O practitioners and researchers who develop and deploy surveys, trainings, or other related tools to employees. Topics will include literature on the most cutting-edge approaches to employee user experience and practical advice from UX designers and I-O psychologists who have developed employee-centric tools.

Muriel G. Clauson (CHAIR); Karl W. Kuhnert (CHAIR); Rumaisa Mughal (PRESENTER); Young-Jae Kim (PRESENTER)

4/15/2021 12:00 PM-1:20 PM

Current Issues in and Novel Methods to Investigating Pay Inequity (Symposium - 112374)

Pay inequity across gender and other marginalized groups remains an important but complicated problem. The purpose of this symposium is to discuss common barriers to performing pay equity analyses and novel methods in conducting pay equity investigations (small sample approaches, pattern analysis, meta-analysis, hierarchical linear modeling, and job classification/job analysis). Additional Data:(1) Applied Challenges in Conducting Pay Equity Analyses (Reithel, Armstrong, & Wester)(2) Advances in Federal Enforcement of Pay Equity Investigations (Kuang)(3) Hierarchical Linear Modeling in Pay Equity Analysis (Morris)(4) Adjusting our Methods: How Job Analysis can be Used to Mitigate Pay Injustice (Strah (Schulz), Rupp, & Morris)

Nicole Schulz (CHAIR); Scott B. Morris (CHAIR); Deborah E. Rupp (CHAIR); Scott M. Reithel (PRESENTER); Ian Armstrong (PRESENTER); Amy Wester (PRESENTER); Daniel C. Kuang (PRESENTER)

4/15/2021 1:30 PM-2:20 PM

2021 Distinguished Professional Contributions Award: Douglas Reynolds (Special Event - 113350)

Doug Reynolds will share his recent work examining the role of context for leader performance and the implications for leader assessment and development practice. Examples are drawn from consulting practice, and data will be reviewed from DDI's survey of leadership effectiveness conducted over several decades to inform the question of how the demands on leaders change as work context shifts.

Liberty J. Munson (AUTHOR); John C. Scott (CHAIR); Douglas H. Reynolds (PRESENTER)

4/15/2021 1:30 PM-2:50 PM

Theme Track: Visibly and Meaningfully Moving I-O Forward: Addressing Societal Issues (Special Event - 113110)

Authors address increasing I-O's presence on socially relevant topics. They begin with brief presentations by experts representing a range of experience on shifting the focus and visibility of I-O (providing funding, journal editing, social media gurus, public

outlet writers). Dialogue on actions that any I-O can take to prepare to move forward in a meaningful and visible way will follow.

Keaton A. Fletcher (CHAIR); Georgia T. Chao (PRESENTER); Lillian T. Eby (PRESENTER); Lisa Finkelstein (PRESENTER); Milt Hakel (PRESENTER); Quinetta M. Roberson (PRESENTER); Katina Sawyer (PRESENTER); Richard N. Landers (CHAIR)

4/15/2021 1:30 PM-2:20 PM

Invited: Diversity, Equity, and Inclusion Training: Does It Work? What the Research Say (Special Event - 113161)

In this session, an expert panel will describe the research done on diversity and inclusion and provide insights into its effectiveness, when it works, when it doesn't, and lessons organizations can learn as they consider how to approach unconscious bias in ways that will unlock the potential of having a diverse group of employees.

Liberty J. Munson (CHAIR); Eileen M. Linnabery (CHAIR); Jamie Perry (CHAIR); Katerina Bezrukova (PRESENTER); Michelle (Mikki) Hebl (PRESENTER); Mindy E. Bergman (PRESENTER); Victoria P. Mattingly (PRESENTER)

4/15/2021 1:30 PM-2:20 PM

Tackling Big Issues in Understanding Adaptation: A Discussion Across Research Domains (Panel Discussion - 112029)

Questions about adaptation and adaptability are addressed across several siloed research domains. This panel brings together experts from each of these domains to explore big picture questions and generate cross-cutting insights.

Mindy K. Shoss (CHAIR); Patrick Flynn (PRESENTER); Dustin K. Jundt (CHAIR); Jay H. Hardy (PRESENTER); Garrett N. Howardson (PRESENTER); Cort W. Rudolph (PRESENTER)

4/15/2021 1:30 PM-2:20 PM

IGNITE! Selection Showcase Showdown: How I-Os Would Select for the Job of President (Ignite - 112156)

This IGNITE! contest will present a fictitious request for proposal (RFP) for a Presidential Selection System and ask presenters to compete to win the RFP. Responses to the RFP will be provided via the IGNITE format and will require both a proposed job analysis

methodology and selection system. At the conclusion, the audience will be asked to vote for the RFP winner. Sarah N. Gilbert (CHAIR); James J. Layman (CHAIR); Alan J. Tomassetti (PRESENTER); David A. Pennington (PRESENTER); Irina F. Cozma (PRESENTER); Kristen L. Pryor (PRESENTER); Tara Myers (PRESENTER)

4/15/2021 1:30 PM-2:20 PM

Are Machine Learning Algorithms a Hiring Panacea or Pandora's Box? (Debate - 111822)

Machine learning has demonstrated value from predicting important workplace outcomes to solving complex data problems. However, challenges persist from limitations in extracting actionable insights to eliminating differences among protected classes. This debate will present different perspectives and seek a framework to analyze both the promises and limitations of ML in employment decision making.

Brandon Ferrell (CHAIR); Georgi P. Yankov (PRESENTER); Ken Lahti (PRESENTER); Matthew L. Arsenault (PRESENTER); Nathan A. Hundley (PRESENTER)

4/15/2021 1:30 PM-2:20 PM

Enhancing Virtual Collaboration in Multidisciplinary Science Research Teams (Alternative Session - 111736)

Complex problems are frequently solved by multidisciplinary science teams who collaborate virtually, which creates unique challenges that I-O psychologists can help address. The goals of this session are to understand these challenges, share related research findings/lessons learned, identify avenues for future research, and connect attendees with others interested in the topic. Additional Data:(1) Tales from the trenches: Leading a multi-disciplinary team of dispersed scientists (Kousa)(2) Virtual communication in science research teams (Salvas, Hill, Offermann, & Romero)(3) Building resilient virtual academic team collaborations (Kirkman)

Lynn R. Offermann (CHAIR); N. Sharon Hill (CHAIR); Youssef A. Kousa (PRESENTER); Bradley L. Kirkman (PRESENTER); Abbey Salvas (PRESENTER); Madison Romero (AUTHOR)

4/15/2021 1:30 PM-2:20 PM

Professional Coaching: Issues, Perspectives, and Future Avenues (Panel Discussion - 112476)

The view of coaching is changing, and organizations are now increasingly receptive to its broader

organizational value for all employees. This panel proposes discussions around future opportunities for coaching, new populations of employees who can benefit from coaching, and views on a multilevel coaching perspective to help inform future opportunities for I-O psychology practitioners. Michelle L. Albaugh (PRESENTER); Bradley J. Brummel (PRESENTER); Maya Garza (PRESENTER); Scott Gregory (PRESENTER); Beau River (PRESENTER); Jake Weiss (CHAIR); Treston W. Knight (PRESENTER)

4/15/2021 1:30 PM-2:20 PM

Design Thinking and Empathy Mapping for I-Os (Alternative Session - 112642)

This session will provide participants with an overview of design thinking with a focus on empathy mapping. The design thinking process typically employed for developing new products will be applied in a highly interactive session to address common challenges faced by I-O psychologists, such as enhancing candidate and employee experience or getting support from stakeholders.

Ruchi Patel (CHAIR); Ave Shalom (PRESENTER); Charbel Simon (PRESENTER); Greg Toroosian (PRESENTER)

4/15/2021 1:30 PM-2:20 PM

A Presidential Inauguration: EEOC/OFCCP Annual Practitioner Update (Panel Discussion - 111930)

The last few years have brought significant change in enforcement of Affirmative Action, selection, and AI, as well as pay equity issues. This presentation will update the SIOP community on the impact of new EEOC and OFCCP priorities, the HR world post-pandemic, and potential implications of the U.S. presidential election.

Joanna L. Colosimo (CHAIR); Julia Bayless (PRESENTER); Michelle Duncan (PRESENTER); Mike G. Aamodt (PRESENTER)

4/15/2021 2:30 PM-3:20 PM

Membership Open House (Special Event - 116368)

Are you a new SIOP member with questions about your membership? Join us in this virtual Open House.

- Learn about the benefits of membership
- Meet other new members
- Learn how to get involved

Michelle L. Goro (CHAIR); Jayne Tegge (CHAIR)

4/15/2021 2:30 PM-3:20 PM

Social Justice as a Corporate Value (Community of Interest - 113133)

Prompted in part by uprisings against racial injustice, by the #MeToo movement, and advocacy for LGBTQ inclusion, more organizations are taking stands on social issues and their impact. This session considers the role of social justice for organizations; the actions organizations, leaders, and employees can and should take to advance it; and the signals this sends to various stakeholders.

Stephanie A. Zajac (CHAIR); Bernardo M. Ferdman (PRESENTER); Enrica N. Ruggs (PRESENTER)

4/15/2021 2:30 PM-3:20 PM

Religion in I-O (Community of Interest - 113129)

I-O psychologists have only begun to understand the relationship between religious identities and work outcomes, including work motivation, evaluations, and discrimination. Incorporating religion into I-O topics can provide a richer understanding of employee behavior and cognition. This session will facilitate conversations among SIOP members interested in studying religion in the workplace.

Michael Horvath (CHAIR); Afra S. Ahmad (PRESENTER)

4/15/2021 2:30 PM-3:20 PM

Teams Today: A Pulse Check on Science & Practice (Special Event - 116362)

This interactive break is for anyone interested in teams, teaming, multiteam systems, or other collaborative work arrangements. Participants will join in on a facilitated state of the science & practice discussion, or can break out into group discussions around specific topics such as technology, virtual teams, healthcare, creativity, and more.

Marissa L. Shuffler (CHAIR); Rebecca Grossman (CHAIR)

4/15/2021 2:30 PM-3:20 PM

Future of Coaching: Intersection of Work, Life, Data, and the Search for Meaning (Special Event - 116357)

In this interactive break, we'll dig into the developing nature of the practice of coaching, with an emphasis on how technology and the realities of today's world are shifting traditional coaching to a new space. We'll offer a few provocative questions and scenarios for discussion, and invite debate and prospection on how coaching is positioned to reshape our lived experiences and societies.

Maya Garza (CHAIR); May C. Colatat (CHAIR)

4/15/2021 3:30 PM-4:50 PM

Post-COVID-19 Opportunities for People in the New Global World of Work (Special Event - 111862)

What will the world look like after COVID-19? Will the changes that we are living now stay after the pandemic is resolved? In this session a panel of 4 experts discuss the opportunities of a post-COVID-19 global world of work in terms of remote work, managerial competences, opportunities for diversity, and how organizations and people are experiencing this transition. Additional Data: Curated by the Alliance for Organizational Psychology.

M. Gloria Gonzalez-Morales (CHAIR); Christine Ipsen (PRESENTER); Lisa Gulick (PRESENTER); Ludmila Praslova (PRESENTER); Sonja Sackmann (PRESENTER)

4/15/2021 3:30 PM-4:50 PM

Theme Track: Building an Agile Work Culture to Manage in Turbulent Times (Special Event - 113111)

Work culture is rapidly evolving due to world and social events. Experts share how their culture has evolved and what they are doing to move forward in a meaningful way. A general introduction is followed by short expert presentations and closes with audience dialogue. Focus is on how talent leaders and I-Os intentionally impact their organizational culture during turbulent times.

Charmaine Swanevelter (CHAIR); Joel A. Butler (PRESENTER); Paula Caligiuri (PRESENTER); Allan H. Church (PRESENTER); Richard N. Landers (CHAIR)

4/15/2021 3:30 PM-4:50 PM

A Missing Perspective: How I-O Psychology Can Better Engage HBCUs (Alternative Session - 112093)

Historically Black Colleges and Universities (HBCUs) are important educational institutions for producing Black talent. However, I-O psychology has historically had minimal exposure to HBCUs. Five perspectives on how I-O psychology can better engage with HBCUs followed by a panel discussion with the presenters to further suggest these perspectives and other potential solutions. Additional Data: (1) Stereotyping Historically Black Colleges and Universities as a Barrier to Inclusion (Boykin) (2) Race, Social Class, & Inclusion: Supporting Career Success of HBCU Graduates with I-O (Jones) (3) Becoming SIOP Ambassadors to HBCUs (Johnson) (4) Heeding the Call to Action: Teaching I-O at HBCUs and Stimulating the Pipeline (Davis)

Christine R. Smith (CHAIR); Lars U. Johnson (PRESENTER); C. Malik Boykin (CHAIR); Jimmy Davis (PRESENTER); Kisha S. Jones (PRESENTER)

4/15/2021 3:30 PM-4:50 PM

Exploring the New Normal at Work and Home During COVID-19 (Alternative Session - 111702)

Research briefs are presented on the themes of (a) the dark side of blurred work-home boundaries, (b) individual work-home coping strategies and resources, and (c) organizational work-home policies and procedures, followed by breakout groups to discuss these topics. Participants will have the opportunity to share their insights and generate new directions for understanding this ongoing phenomenon. Additional Data: (1) The Impact of Social Comparison Behavior on Work-Family Conflict during the COVID-19 Pandemic (Hernandez, Cheung, & Burch) (2) Examining Longitudinal Trends of Strain Outcomes during the COVID-19 Pandemic (Hockensmith, Ackerman, & Ragsdale) (3) Work Experiences During COVID-19 (Keith & Ragsdale) (4) Pivoting during a Pandemic: Finding Enrichment when Work and Home Collide (Hyde, Froidevaux, & Caspar) (5) COVID-19's Impacts on the Lives and Livelihoods of Workers' Families (Wynne & Pineault) (6) Just Stay Home (or not)! Covid-19 Policy Variation and its Impact on Work-Family Management (7) Implications of Supervisor Support in Family Systems (Bilotta, Ng, Cheng, Watson, Hebl, & King) (8) Work-Family Policy Recommendations for Organizations during COVID-19 (Van Egdome, Piszczek, & Spitzmueller)

Katrina A. Burch (CHAIR); Isabel Maria Bilotta (PRESENTER); Ho Kwan Cheung (CHAIR); Linnea Ng (AUTHOR); Shannon Cheng (AUTHOR); Ivy Watson (AUTHOR); Michelle (Mikki) Hebl (AUTHOR); Eden B. King (AUTHOR); Drake Van Egdome (PRESENTER); Christiane Spitzmueller (AUTHOR); Joel Hernandez (PRESENTER); Kirby Hockensmith (PRESENTER); Madison Kaye Keith (PRESENTER); Shelia Hyde (PRESENTER); Ariane Froidevaux (AUTHOR); Kevin T. Wynne (PRESENTER); Laura April Pineault (AUTHOR); Christine L. Nittrouer (AUTHOR); Mia Lamanuzzi (PRESENTER)

4/15/2021 3:30 PM-4:50 PM

Machine Learning for I-O 3.0 (Symposium - 110176)

Machine learning (ML) techniques are increasingly used by industrial-organizational (I-O) psychologists to solve business problems, yet there are persistent

concerns about algorithmic bias. This symposium presents and integrates 4 papers that research and apply ML and deep learning (DL) to answer theoretical and practical research questions, including methodologies for mitigating ML biases. Additional Data:(1) Examining Optimal Personality Measurement Specificity using Modern Prediction (Speer, Christiansen, Robie, & Jacobs)(2) Predicting Employee Turnover using Machine Learning Methods (Butera, Delgado, Lambert, & Abraham)(3) An Empirical Test of Machine Learning Measurement Bias Mitigation Strategies (Hickman, Tay, Woo, & D'Mello)(4) Reducing Racial Biases in Image Analysis Through Transfer Learning (Hernandez) Mengqiao (MQ) Liu (CHAIR); Louis Hickman (CHAIR); Andrew Speer (PRESENTER); Neil Christiansen (AUTHOR); Chet Robie (AUTHOR); Rick R. Jacobs (AUTHOR); Hilary Butera (PRESENTER); Kristin M. Delgado (AUTHOR); Dawn Lambert (AUTHOR); Joseph D. Abraham (AUTHOR); Ivan Hernandez (PRESENTER); Louis Tay (AUTHOR); Sang Eun Woo (AUTHOR); Sidney D'Mello (AUTHOR)

4/15/2021 3:30 PM-4:50 PM

To Lie or Not to Lie: How Does Emerging Technology Affect Applicant Faking? (Panel Discussion - 112210)

Experts will engage in a thought-provoking panel discussion about technology and how the advances may impact the way candidates engage in impression management, exaggeration, and faking through a variety of assessment methods. AI/ML algorithm or NLP technique will be discussed as a potential way to combat such applicant faking behavior. Guidance and future research directions will be addressed.

Elena Auer (PRESENTER); John J. Donovan (PRESENTER); Amy Gammon (CHAIR); Mei-Chuan Kung (PRESENTER); Julia Levashina (PRESENTER); Mitchell H. Peterson (PRESENTER)

4/15/2021 3:30 PM-4:50 PM

Navigating the Abrupt Shift to Virtual Work Teams During COVID-19 (Symposium - 112261)

The effects of the COVID-19 pandemic ricocheted across the business world, forcing workers to switch to virtual interactions. This symposium focuses on newly formed virtual work teams, highlighting novel findings and best practices for different types of remote teams (i.e., temporary, rapidly deployed, high stress, and student) through recent quantitative and qualitative studies and research. Additional Data:(1) The Virtual Teams Reality: Can Psychological Safety

Act as a Substitute for Shared Leadership in Temporary Teams? (Birnbauer, Smith, Han, Chow, & Reichard)(2) Virtual Teaming in Education: Optimizing Communication and Composition (Kay)(3) Team Meetings Matter: Staying Connected and Maintaining Work-Life Balance During COVID-19 (Baak, Kramer, Allen, & Reiter-Palmon)(4) Theoretical Considerations for Meeting Design in Distributed Multiteam Systems (Wolf, Kramer, & Shuffler)(5) Rapid Deployment of Virtual Teams During COVID-19: Evidence-Based Tips (Kilcullen, Feitosa, Rangel, & Salas) Alyssa Birnbauer (CHAIR); Dan Smith (CHAIR); Anna V. Wolf (PRESENTER); Jennifer Feitosa (CHAIR); Mary Baak (PRESENTER); Molly Kilcullen (PRESENTER)

4/15/2021 3:30 PM-4:50 PM

Novel Applications and Extensions of Person-Environment Fit Theory (Symposium - 111766)

Research on person-environment fit has been ongoing for over 30 years in management. The papers in this symposium illustrate novel ways the theory can be extended and applied to understand other areas of management research. Additional Data:(1) Just Good Enough: Organizational Identification and the Organization-Sponsored Cause (John Bingham, Lisa Schurer Lambert, Hilary Hendricks, & Gabrielle Cunningham)(2) Too Much of a Good Thing? Prosocial Fit Predicting Job Satisfaction and Pride (Anna Zabinski, Lisa Schurer Lambert, Abbey Davis, Nicklaus Hayden, & Cassidy L Creech)(3) Person-Aesthetics Fit: A Theoretical Conceptualization and Empirical Test (Ryan M. Vogel, Jason A. Colquitt, & Mustafa Akben)(4) Leadership Behaviors Needed and Received: Leader Burnout as Behavioral Rigidity (Sherry Fu, Nikos Dimotakis, Lisa Schurer Lambert, Bennett J. Tepper, & Jon Carr)

Anna Maria Zabinski (PRESENTER); Sherry (Qiang) Fu (PRESENTER); Lisa Schurer Lambert (AUTHOR); Nikos Dimotakis (AUTHOR); Bennett J. Tepper (AUTHOR); Jon Carr (AUTHOR); Jeffrey R. Edwards (DISCUSSANT); John B. Bingham (PRESENTER); Hilary Hendricks (AUTHOR); Gabrielle Cunningham (AUTHOR); Abbey Ann Davis (AUTHOR); Nick Hayden (AUTHOR); Cassidy Creech (AUTHOR); Ryan M. Vogel (PRESENTER); Jason A. Colquitt (AUTHOR); Mustafa Akben (AUTHOR)

4/15/2021 3:30 PM-4:50 PM

Addressing Disparities in the Employment Cycle: 30 Years After the ADA (Panel Discussion - 112437)

This session will evoke interdisciplinary discussion among researchers and practitioners about creating

equal employment opportunities for people with disabilities, highlighting the potential contributions of I-O and HR. Topics span across the employment cycle and explore issues related to disability and employment such as bias in recruitment, cultures of inclusion, and barriers to advancement.

Rosemary J Cox (PRESENTER); Lance E. Anderson (PRESENTER); Dahlia M. Shaewitz (PRESENTER); Erika Robinson-Morrall (PRESENTER); Meredith F. Burnett (PRESENTER); Sara Trevino (CHAIR)

4/15/2021 5:00 PM-6:20 PM

Post-COVID-19: Societies and Organizations in the New Global World of Work (Special Event - 111887)

What will the world look like after COVID-19? What are the silver linings of these unexpected changes? In this session a panel of 6 experts discuss the opportunities of a post-COVID-19 global world of work in terms of workplace design, geography and community planning and governance, global teamwork, high tech organizations, microbusinesses, and our role in the global south and working poverty. Additional Data: Curated by the Alliance for Organizational Psychology.

M. Gloria Gonzalez-Morales (CHAIR); Alice M. Brawley Newlin (PRESENTER); Clare Mouat (PRESENTER); Mahima Saxena (PRESENTER); Melissa D. Steach (PRESENTER); Tine Koehler (PRESENTER); Zachary N.J. Horn (PRESENTER)

4/15/2021 5:00 PM-6:20 PM

Theme Track: The Face of I-O Students: Challenges to Diversity and Moving Forward (Special Event - 113118)

This will be a facilitated panel discussion in which experts in the area of diversity present obstacles for ethnic-minority student awareness of I-O psychology and feelings of inclusion and to provide strategies which can be put into action moving forward.

Stacey Peterson (CHAIR); Derek R. Avery (PRESENTER); Michelle (Mikki) Hebl (PRESENTER); Kisha S. Jones (PRESENTER); Nicholas P. Salter (PRESENTER); Kecia M. Thomas (PRESENTER); Richard N. Landers (CHAIR)

4/15/2021 5:00 PM-6:20 PM

Intersectionality at Work: Navigating Multiple Stigmatized Identities (Symposium - 111876)

Employees with intersectional identities, as a result of their multiple-minority status, have unique workplace

experiences that are different from those with one or no marginalized identity. This symposium offers an expanded view on the experiences of employees with multiple stigmatized identities to further our understanding of the complexities and impediments associated with this perspective. Additional Data:(1) The visibility and nature of upper-class workplace norms: How class, race, and gender affect individuals' experiences with upper-class workplace norms (Kallschmidt & Eaton)(2)The Impact of an Intersectional Identity in the Workplace: Race, Gender & Atheism (Robinson, Sabat & Lindsey)(3)How Black and Asian women manage additional stigmas: The impact of race on stigma identity management (Bhattacharyya, Bryan, & Lyons)(4)Illustrating the Narrative of Black Women in Supervisory Positions in the Workplace (Traylor, Green, Howard & Smith)(5) At the Intersection of Race and Gender: Black Women Negotiating Starting Salary (Burrows & King) Dominique Burrows (CHAIR); Alex P. Lindsey (AUTHOR); Arturia T. Melson-Silimon (CHAIR); Brent J. Lyons (AUTHOR); Isaac E. Sabat (AUTHOR); Rachel Williamson Smith (AUTHOR); Danielle D. King (CHAIR); Anna Kallschmidt (PRESENTER); Ashley Robinson (PRESENTER); Barnini Bhattacharyya (PRESENTER); Horatio Traylor (PRESENTER); Camellia Sison Bryan (AUTHOR); Asia A. Eaton (AUTHOR); Sydney Green (AUTHOR); Gino Howard (AUTHOR)

4/15/2021 5:00 PM-6:20 PM

Mitigating Challenges to Successful Remote Work During COVID (Symposium - 112168)

One of the difficult aspects of remote work since COVID has been managing both work and nonwork life activities concurrently in the same space and often at the same time. This symposium will present research regarding different aspects of managing this balance and share methods to improve remote employees' overall quality of life. The symposium will be appropriate for an intermediate audience.

Additional Data:(1) Remote Workforce Wage and Hour Compliance During COVID (Hanvey & Arnold)(2) Remote Work Before and After the Pandemic: A Comparison of Differing Outcomes for Formerly Remote versus Co-located Employees (Rice & Baytalskaya)(3) Sticking to Morning Routines While Working from Home During the Covid-19 Pandemic: A Gender Role Perspective (Liu, Keller & Parker)(4) Using Breaks Well during COVID-19: How can Remote Workers Buffer the Impact of Interruptions for the Benefit of Self and Spouse Satisfaction? (Perry, Carlson, Kacmar, Wan, & Thompson)

Elizabeth Arnold (CHAIR); Merideth Thompson (AUTHOR); Chester Hanvey (PRESENTER); Corina Rice (PRESENTER); Nataliya Baytalskaya (AUTHOR); Yukun Liu (PRESENTER); Anita C. Keller (AUTHOR); Sharon K. Parker (AUTHOR); Sara J. Perry (PRESENTER); Dawn S. Carlson (AUTHOR); K. Michele Kacmar (AUTHOR); Min Wan (AUTHOR)

4/15/2021 5:00 PM-6:20 PM

Understanding and Detecting Applicant Faking on Personality Tests (Symposium - 111715)

This symposium draws on advanced theory and methodology to increase our understanding of the psychological process of faking and how faking occurs in item responding. Four studies are specifically examining faking on personality tests, in real applicant and experimental settings. The symposium is valuable for researchers of faking and personality, as well as personnel selection practitioners. Additional Data:(1) The Role of Ability to Fake and Motivation to Fake in Faking (Zheng & Fan)(2) Disparity and applicant faking behaviors: how comparison with the ideal applicant affects faking? (Yang & Burns)(3) Detecting Faking in Personality Tests with the Tree Process Model (Sun, Zhang, Cao, & Drasgow)(4) Re-examining Mixed-model IRT for Uncovering Faking on Personality Tests (Yankov & Reynolds)

Georgi P. Yankov (CHAIR); Lu Zheng (PRESENTER); Tianjun Sun (PRESENTER); Yadi Yang (PRESENTER); Bo Zhang (AUTHOR); Douglas H. Reynolds (AUTHOR); Fritz Drasgow (AUTHOR); Gary N. Burns (AUTHOR); Jinyan Fan (AUTHOR); Mengyang Cao (AUTHOR); Michael J. Zickar (DISCUSSANT)

4/15/2021 5:00 PM-6:20 PM

Text Analytics and NLP With R (Master Tutorial - 111531)

Text is messy! Extracting information from text data is not as simple as analyzing quantitative questionnaires. This tutorial session will walk you through how to clean, describe, summarize, display, and predict outcomes from text using the powerful statistical language R. Bring your laptop for this interactive session (download session materials here: <https://bit.ly/2KKXIHQ>).

Steven Nydick (PRESENTER); Ben Wiseman (PRESENTER); Jeff A. Jones (PRESENTER)

4/15/2021 5:00 PM-6:20 PM

Human-Agent Teams Will Revolutionize the Future of Work: Implications for I-O (Panel Discussion - 111976)

This session will discuss the implications of intelligent, adaptive technologies in the future workplace, focusing on how this introduction and interaction with human coworkers will affect leadership, teamwork, selection, and training with an eye toward designing these future interactions to enhance organizational performance.

Arwen Hunter DeCostanza (CHAIR); Alexa Marie Harris (CHAIR); Leslie A. DeChurch (PRESENTER); Noshir Contractor (PRESENTER); Charlene K. Stokes (PRESENTER); Matthias Scheutz (PRESENTER); Nancy Cooke (PRESENTER); Elliot Alfred Loh (PRESENTER); Kara L. Orvis (PRESENTER)

4/15/2021 5:00 PM-6:20 PM

Coaching Executive Teams: An I-O Perspective (Panel Discussion - 111999)

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

Cindy McCauley (CHAIR); David E. Hyatt (PRESENTER); Paige K. Graham (PRESENTER); Paul R. Damiano (PRESENTER); Vicki V. Vandaveer (PRESENTER)

4/15/2021 5:00 PM-6:20 PM

Performance Management Transformation Challenges: A Report From the Front Line (Panel Discussion - 111931)

Performance management continues to be a popular topic in the business press and in HR departments across organizations. Organizations continue their efforts to improve its effectiveness with little success. Organizations face 4 major challenges in addressing the shortcomings of their PM processes and this panel discussion will discuss how their organizations have addressed these challenges.

Alan L. Colquitt (CHAIR); David Futrell (PRESENTER); Eliza W. Wicher (PRESENTER); Greg F. Schmidt (PRESENTER); Kevin Loo (PRESENTER); Samuel K. Young (PRESENTER); Yi-Hui Chang (PRESENTER)

4/15/2021 5:00 PM-6:20 PM

When Infrastructure and Ethics Collide: A Panel on Ethical Policy Making in Higher Ed (Panel Discussion - 111882)

There are recent movements toward best practices in research ethics in organizations (e.g., pre-registration). Authors take a unique approach to the topic of research ethics by examining current higher education policies and procedures (e.g., hiring and tenure) and their effects encouraging or discouraging I-O psychology research scholars to follow ethical best practices.

Steven Zhou (CHAIR); Lauren Kuykendall (CHAIR); Gilad Chen (PRESENTER); Charles A. Pierce (PRESENTER); Samuel T. McAbee (PRESENTER); Meghan A. Thornton-Lugo (PRESENTER)

4/16/2021 8:00 AM-8:50 AM

Get Psyched - Fitness (HIIT) (Special Event - 116382)

HIIT (High Intensity Interval Training) is a full-body (no weights needed) workout. Come join a fun interval based class that will give you energy throughout the day. You will sweat and smile as you build cardiovascular fitness and improve your strength. All levels are welcome and modifications will be provided!

Erik John Zito (CHAIR)

4/16/2021 8:00 AM-8:50 AM

New Trends in Workplace Psychology From Around the World (Special Event - 116364)

During this interactive session, participants will be sharing with each other information on recent trends in work and organizational psychology in their countries. These trends may be due to generational transition, COVID impact, legal/ societal changes, digital changes, or any other reason. Trends will be documented and shared broadly with readers of TIP.

Sachin Jain (CHAIR); Andrei Ion (CHAIR); Laura Dryjanska (CHAIR); Sharon Glazer (CHAIR)

4/16/2021 8:00 AM-8:50 AM

Experiences from the Virtual 5K (Special Event - 116384)

Join us for a bit of fun as we share our stories and pictures from our virtual 5Ks. Where did you run? Who ran with you? Was this your first 5K? Did you beat your fastest time? Was your dog able to keep up? Whether you walked or ran with someone, your pet, or by yourself, take a few minutes to connect with other SIOP Fun runners!

Liberty J. Munson (CHAIR)

4/16/2021 9:00 AM-9:50 AM

EB Promoting Anti-Racist Education and Training: Brainstorming With CEMA and E&T (Special Event - 112927)

To increase our understanding of how SIOP can better serve our anti-racist goals, CEMA and E&T committee leaders will describe ongoing anti-racist efforts. We will then have small-group brainstorming sessions to discuss ways in which these efforts can be improved upon, as well as any new initiatives that would help improve the educational experience of our underrepresented student members.

Jennifer L. Wessel (CHAIR); Lawrence Houston (CHAIR); Sabrina D. Volpone (CHAIR)

4/16/2021 9:00 AM-9:50 AM

Pivoting in Pandemic: Lessons Learned From Employee Feedback in Crisis (Symposium - 112587)

The coronavirus ushered in massive change for employers. This session focuses on the role of employee feedback in directing and improving new workplace realities. Discussed are macro trends across the global workforce, findings at the national level, and individual company journeys to involve employees now in planning for uncertain futures. Additional Data:(1) Global Trends in Employee Opinion during the COVID-19 Pandemic (Collins & Montgomery)(2) Employee Listening During COVID-19: Pivoting in Times of Crisis (Lewis)(3) Can Employers Impact National Health Outcomes for COVID-19? (Kulesa)

Brie Siebert (CHAIR); Keri Collins (PRESENTER); George Montgomery (PRESENTER); Andrea Lewis (PRESENTER); Patrick Kulesa (PRESENTER); David Daly (DISCUSSANT)

4/16/2021 9:00 AM-9:50 AM

Are Generational Categories Meaningful Distinctions for Workforce Management? (Panel Discussion - 111855)

In this session, members from a National Academies committee present findings and recommendations from their recent report, which examined the scientific literature concerning generational attitudes and behaviors in the workforce. The session will review the state of existing literature and provide advice for future research designs and questions as well as for workforce management.

Nancy T. Tippins (CHAIR); Brian J. Hoffman (PRESENTER); Dana H. Born (PRESENTER); Julie Schuck (PRESENTER); Ruth Kanfer (PRESENTER)

4/16/2021 9:00 AM-9:50 AM

Alternative Work Arrangement or the New Normal? Telework During COVID-19 and Beyond (Symposium - 112299)

This symposium includes 5 presentations on the topic of telework: a multidisciplinary review and 4 empirical papers that advance knowledge about telework and I-O psychology outcomes. Telework has become highly relevant for a much larger proportion of the workforce during the COVID-19 pandemic yet remains important in general. Presenters will summarize research and offer practical solutions. Additional Data:(1) Telework: A Multidisciplinary Review from an Occupational Health Perspective(2) Can You See Me

Now? The Influence of Video Software Quality on Telecommuting Social Exchange(3) Transition to Telework: Lessons from the COVID-19 Pandemic(4) At Home and Alone: Social Isolation in Telecommuting (5) Obstacles to Task Performance for Full-Time Teleworkers

Gwenith G. Fisher (CHAIR); Hope Dodd (PRESENTER); Julia L. Beckel (PRESENTER); Kristen M. Shockley (AUTHOR); Tammy D. Allen (AUTHOR); Aashna Matty Waiwood (AUTHOR); John Aitken (PRESENTER); Seth A. Kaplan (AUTHOR); Lauren Kuykendall (AUTHOR); Timothy Golden (PRESENTER); Jason Nicholas Kuruzovich (AUTHOR); William Paczkowski (AUTHOR); Soheil Goodarzi (AUTHOR); Viswanath Venkatesh (AUTHOR); Joshua Strauss (PRESENTER); Liuxin Yan (AUTHOR); Alisha Tronetti (AUTHOR); James A. Grand (AUTHOR)

4/16/2021 9:00 AM-9:50 AM

Engendering Change in Policing: One Community at a Time (Panel Discussion - 112520)

The panel explores the kinds of solutions I-O psychology can offer to changing police organizations. It discusses the limits of the science and discipline of I-O psychology. The questions answered by the panel members illustrate important insights about race in contemporary North American society that I-O psychology should grapple with while addressing racism in organizations

Kyana Beckles (CHAIR); Phani Radhakrishnan (CHAIR); Joel P. Wiesen (PRESENTER); Recia G. Gomez (PRESENTER)

4/16/2021 9:00 AM-9:50 AM

Humanistic Machines: Artificial Intelligence and Fairness in Employee Selection (Panel Discussion - 111577)

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

Richard Justenhoven (CHAIR); Manuel F. Gonzalez (CHAIR); Nicholas R. Martin (CHAIR); Lei Shirase (CHAIR); Anthony S. Boyce (PRESENTER); Franziska Leutner (PRESENTER); Fred Oswald (PRESENTER); Robert E. Gibby (PRESENTER)

4/16/2021 9:00 AM-9:50 AM

How I-O Psychology Can Contribute to the Study of Terrorism (Symposium - 112053)

Research on terrorism continues to be overlooked within the realm of industrial and organizational psychology. This symposium introduces how I-O psychologists can take advantage of the unique opportunity to study such an organization. Both theoretical and empirical contributions will be discussed. Additional Data:(1) Applying IO Psychology Principles to Dismantle Terrorist Leadership Teams (Ligon) (2) How Terrorist Recruiters Seek the Right Stuff, for the Wrong Reasons (Horgan & Papatheodorou)(3) Malevolent Creativity: Theory, Gaps, and Applications to Terrorism (Walters, Nguyen, Manning, & Hunter)(4) Can words reveal motives? Using LIWC to assess the implicit traits of terrorists (Moeller & Reichin)

Sydney L. Reichin (CHAIR); Samuel T. Hunter (CHAIR); Ginamarie Ligon (PRESENTER); Kayla N. Walters (PRESENTER); Amanda Moeller (PRESENTER); Katerina Papatheodorou (AUTHOR); Tin Nguyen (AUTHOR); Caroline E Manning (AUTHOR)

4/16/2021 9:00 AM-9:50 AM

Is Crisis Leadership Still Leadership? (Panel Discussion - 112152)

This panel of talent management experts will discuss implications of adapting an organization's leadership model in response to crisis. Although organizational leadership models are often contextually dependent, they are relatively stable over time. Should these models be changed in response to crises, or should they be stable guideposts to help leaders through tough times?

Anne Whiting (CHAIR); Allan H. Church (PRESENTER); Scott C. Erker (PRESENTER); Alexis A. Fink (PRESENTER); Dale S. Rose (PRESENTER)

4/16/2021 9:00 AM-9:50 AM

Crowdsourcing Employee Voice for Large-Scale Cultural Transformation (Panel Discussion - 112618)

Crowdsourcing employee voice is a powerful method for promoting engagement within enterprise organizations, especially in cases of cultural transformation. In this panel discussion, HR leaders from 4 major enterprise companies (3M, Land O'Lakes, PepsiCo, and Chevron) discuss how feedback from thousands of employees helped to strengthen and unify their internal cultures.

Joshua L. Brenner (PRESENTER); Daniel R. Denison (CHAIR); Kristofer J. Fenlason (PRESENTER); Mary Amundson (PRESENTER); Crystal White (PRESENTER)

4/16/2021 9:00 AM-9:50 AM

The (I-O) People of People Analytics: Career Paths for I-Os in a Data-Driven HR World (Panel Discussion - 112333)

People analytics (PA) is a thriving field that leverages data to uncover insights that inform people practices, policies, and programs. I-Os possess content expertise and analytical skills that render them uniquely qualified PA contributors. However, the breadth of possible career paths remains a black box to many I-Os. This session will feature 5 panelists who possess a unique role within PA.

Hannah Markell-Goldstein (CHAIR); Jennifer P. Green (CHAIR); Christopher P. Cerasoli (PRESENTER); Meredith R. Coats (PRESENTER); Michael Litano (PRESENTER); Samuel E. Kaminsky (PRESENTER)

4/16/2021 10:00 AM-11:20 AM

How to Create a Culture of Psychological Safety: Part 2 (Special Event - 113162)

This session builds on the 2019 virtual conference session in which a panel of leading experts from academia and practice identified guiding principles around which organizations can build people practices, programs, and systems that foster psychologically safe cultures. In this session, the same panel discusses what it looks like to put these guiding principles into action.

David S. Geller (CHAIR); Amy Edmondson (PRESENTER); Brian Welle (PRESENTER); Ethan R. Burris (PRESENTER)

4/16/2021 10:00 AM-11:20 AM

Managing in Times of Uncertainty: COVID-19 Impacts on Work, Research Incubator (Alternative Session - 112094)

This research incubator will bring together multiple research studies focused on the far-reaching impacts of the COVID-19 pandemic on employees and organizations. Presenters will discuss their up-to-date research. Then attendees (in-person and virtual synchronous) will break into small-groups/break-out rooms to discuss future directions for understanding COVID-19's long-term effects on the field. Additional Data:(1) What's Really Best in Extreme Uncertainty: Proactivity, Adaptivity, or Proficiency? (Kueny)(2) The

Effect of COVID-19 Risk-Enhancing Job Characteristics on Emotional Exhaustion (DiStaso, Politis, Azcarate, & Shoss) (3) A Qualitative Examination of Coping with Work and Family Stressors During COVID-19 (Clark, Cole, Sanders, Sanders, & Krupica)(4) Hospitality Employees' Nested Social Exchange Relationships with Their Organization and Industry During COVID-19 (Horan, Shoss, Mejia, & Breiter-Terry)(5) An Inductive Understanding of Rural Healthcare Organization Pandemic Strategies (Kueny & Neill)

Clair A. Reynolds Kueny (CHAIR); Cynthia Mejia (AUTHOR); Michael DiStaso (PRESENTER); Deborah Breiter (AUTHOR); Claire Nicole Neill (PRESENTER); Zoe Politis (AUTHOR); Ignacio Azcarate (AUTHOR); Malissa A. Clark (PRESENTER); Rebecca Brandy Cole (AUTHOR); Katelyn Nicole Sanders (AUTHOR); Madison Krupica (AUTHOR); Alexandra Sanders (AUTHOR); Kristin A. Horan (PRESENTER); Mindy K. Shoss (AUTHOR)

4/16/2021 10:00 AM-11:20 AM

Thinking Outside the Box: I-Os Improving Employment for Neurodiverse Individuals (Alternative Session - 111740)

This presentation will bring together a diverse group of professionals to discuss the challenges neurodiverse individuals face when seeking and transitioning into paid employment, and provide concrete examples of what I-Os are doing to change the face of disability employment. The goal of the session is to raise awareness and interest in what I-Os can do in this area of diversity and inclusion.

Kristin Sanderson Allen (CHAIR); Valentina Bruk-Lee (CHAIR); Christine L. Nittrouer (PRESENTER); Garret Leonard Rosiek (PRESENTER); Laura Heron (PRESENTER); Rose A. Mueller-Hanson (PRESENTER); Sara Lambert Gutierrez (PRESENTER)

4/16/2021 10:00 AM-11:20 AM

Chronic Health Conditions in Organizations: Career Insights and Future Directions (Panel Discussion - 112478)

This introductory-level session will bring together researchers with backgrounds in chronic health conditions, physical and mental. Each panelist will provide insights from their work, along with their thoughts on the organization's role in chronic illness. The session will conclude with an open audience discussion, considering how researchers can incorporate chronic illness in future works.

Kenzie Dye (CHAIR); Steve M. Jex (CHAIR); Thomas W. Britt (DISCUSSANT); Alyssa K. McGonagle (DISCUSSANT); Jenna Beltramo (DISCUSSANT); Barret Vermilion (CHAIR)

4/16/2021 10:00 AM-11:20 AM

Advancing the Effort to Involve the Community in Police Selection (Alternative Session - 111936)

Programs to engage community members in police officer selection have the potential to reduce bias and build trust. A thorough evaluation of these programs is crucial, including selection outcomes, participant perceptions, and identification of best practices.

Panelists will present extant research before facilitating an interactive conversation on advancing this practice.

Eric Hutchison (CHAIR); Christina L. Sally (CHAIR); Jennifer R. Rineer (CHAIR); James S. Herndon (PRESENTER)

4/16/2021 10:00 AM-11:20 AM

Using NLP to Automatically Define and Measure KSAOs (Symposium - 111563)

The field of natural language processing (NLP) continues to advance exponentially, yet applications of new advances remain relatively unexplored in I-O psychology. This symposium presents the utility and limits of NLP in traditional I-O processes such as item generation, competency modeling, and the scoring of constructed responses. Additional Data:(1) Data-driven Detection of Human Abilities from Essay Prompts using Natural Language Processing and Machine Learning (Marin, Armstrong, & Landers)(2) Books versus reality: Who is a good leader? Application of topic modeling to leadership research (Chen, Yankov, Bernthal, & Yarlagadda)(3) Integrating Natural Language Neural Network Models to Develop Personality Scales (Hernandez & Nie)(4) Automatic Essay Scoring: "'Big' Data with Small Samples (Gray)

Sebastian Marin (CHAIR); Cavan J. Gray (CHAIR); Ivan Hernandez (PRESENTER); Xiaowen Chen (PRESENTER); Georgi P. Yankov (AUTHOR); Michael B. Armstrong (AUTHOR); Naveena Yarlagadda (AUTHOR); Paul R. Bernthal (AUTHOR); Weiwen Nie (AUTHOR); Isaac Benjamin Thompson (DISCUSSANT)

4/16/2021 10:00 AM-11:20 AM

Detox Your Workplace: Identify and Prevent Counterproductive Work Behaviors (Panel Discussion - 111871)

Experts will discuss costly counterproductive work behaviors (CWBs) plaguing organizations, how to prevent CWBs, and key takeaways to implement. The diverse panel will share insightful perspectives across industries (consulting firm, commercial/retail, government/military, public safety, education), perspectives (practitioners, academic, clinical psychologist), and a wide range of CWBs.

Amy Gammon (CHAIR); Katey E. Foster (PRESENTER); Mary Margaret Sudduth (PRESENTER); Don M. Moretti (PRESENTER); Kimberly E. O'Brien (PRESENTER); Shaun Wehle (PRESENTER)

4/16/2021 10:00 AM-11:20 AM

Leading Through the Pandemic: From Survive to Thrive (Panel Discussion - 112319)

The unprecedented disruption created by the COVID-19 pandemic imposes new leadership challenges. Organizations need to update their leadership playbook as they adapt to the new reality. This panel discussion brings distinguished leadership and talent management experts to share their observations and insights. The session focuses on leadership's role in leading companies through the pandemic.

Guangrong Dai (AUTHOR); Miriam T. Nelson (CHAIR); Evelyn Orr (PRESENTER); Nathan Brewster (PRESENTER); Sarah A. Brock (PRESENTER); Tanya Taupier (PRESENTER); Trina Soske (PRESENTER)

4/16/2021 10:00 AM-11:20 AM

Assessing and Affecting Organizational Culture Using Modern Survey Practices (Alternative Session - 111331)

The concept of culture remains pervasive in business, yet the I-O field has focused more on climate and engagement surveys. This session addresses how modern online employee surveys can be used to assess and affect culture. Experts share prepared answers to questions pertaining to conceptual and practical topics, which will be selected by the audience to create an interactive session.

Paul M. Mastrangelo (CHAIR); Benjamin Schneider (PRESENTER); Daniel R. Denison (PRESENTER); William H. Macey (PRESENTER)

4/16/2021 10:00 AM-11:20 AM

Calling All Professionals, Students, and Faculty: The Fulbright Is for You! (Alternative Session - 111950)

The Fulbright program provides several opportunities for U.S. and foreign professionals, students, and

faculty to interact through people exchange. The goals of this roundtable session are (a) to provide information about I-O related Fulbright programs and (b) for alumni to share their Fulbright experiences to encourage I-O professionals, students, and faculty to apply for Fulbright grants.

Carnot E. Nelson (CHAIR); Sharon Glazer (CHAIR); Julia B. Haas (CHAIR); Laura L. Koppes Bryan (PRESENTER); Roxanne Lawrence (PRESENTER); Ashley E. Nixon (PRESENTER); Kristen M. Shockley (PRESENTER); Sara Tement (PRESENTER); Donald M. Truxillo (PRESENTER); Jaclyn Assarian (CHAIR); M. Gloria Gonzalez-Morales (PRESENTER)

4/16/2021 11:30 AM-12:20 PM

Future of Inclusion (Special Event - 116359)

Join fellow attendees for networking and discussion about topics related to diversity and inclusion in I-O psychology

Sandra L. Fisher (CHAIR); Christiane Spitzmueller (CHAIR); Larry R. Martinez (CHAIR); Victoria P. Mattingly (CHAIR)

4/16/2021 11:30 AM-12:20 PM

Innovations in Prehire Assessment: Sizzle or Substance? How Do You Know? (Special Event - 116360)

Authors will begin with the premise that improving prehire assessment means increasing prediction, promoting diversity, and/or maximizing candidate experience at scale. The facilitated discussion will focus on whether emerging approaches, innovation, and technology will help us achieve these objectives and identifying practical barriers and research questions that must be addressed.

Anthony S. Boyce (CHAIR); Ann Marie Ryan (CHAIR); Fred Oswald (CHAIR); Nancy T. Tippins (CHAIR)

4/16/2021 11:30 AM-12:20 PM

Making the Qualitative Quantitative With Text Analytics (Community of Interest - 113128)

In this COI, practitioners, researchers, and students are invited to join a conversation about working with qualitative data. Best practices, including data collection methods (interviews, focus groups), and data analysis approaches (text mining, content and sentiment analysis) will be discussed. Participants are encouraged to bring their experiences and questions to this interactive session.

Katharine O. Murray (CHAIR); Maurice Johnson (PRESENTER); Sabrina D. Volpone (PRESENTER)

4/16/2021 11:30 AM-12:20 PM

Preparing for and Recovering From Change Fatigue in Organizations (Community of Interest - 113121)

In this COI, the group will discuss how to equip employees to navigate uncertainty and maintain resilience, engagement, and performance during periods of organizational transformations, including how employees can effectively articulate the strains of constant change back to leadership. Participants are encouraged to share their own experiences, research, and ideas.

Eileen C. Toomey (CHAIR); Amy E. Crook (PRESENTER); Robin R. Cohen (PRESENTER)

4/16/2021 11:30 AM-12:20 PM

Rock Your LinkedIn Profile (Special Event - 116365)

This "Rock Your Profile" session from LinkedIn will teach you how to create an all-star level profile from the ground up and provide you with all the inside tips and tricks you'll need to stand out from the crowd, get more interviews, and put your best foot forward in today's job market.

Tiffany R. Poepelman (CHAIR); Craig Barry (PRESENTER)

4/16/2021 12:00 PM-1:20 PM

Invited: Diversity, Equity, and Inclusion: What Leading Organizations Are Doing (Special Event - 113399)

In this session, diversity, equity, and inclusion experts from leading organizations, such as Dell, 3M, Microsoft, and US Bank will share their approaches to DEI initiatives, discussing key considerations, lessons learned, and success metrics, so that others can learn from their efforts in order to successfully drive these efforts in their own organizations.

Liberty J. Munson (CHAIR); Douglas D. Molitor (PRESENTER)

4/16/2021 12:00 PM-1:20 PM

Catching Up to the Changing World of Work: Advice for Studying the Gig Economy (Panel Discussion - 111603)

The gig economy is #3 on SIOP's Top 10 Workplace Trends list this year, but how can I-Os best shift the research attention to this top trend? In this panel, 5 I-O psychologists with expertise in the gig economy will share their wisdom, tips, and tricks with researchers interested in studying this important segment of the workforce.

Amber N. Schroeder (CHAIR); Alice M. Brawley Newlin (CHAIR); Elizabeth George (PRESENTER); Kama D. Dodge (PRESENTER); Lindsey D. Cameron (PRESENTER)

4/16/2021 12:00 PM-1:20 PM

Diversity and Inclusion in Action: Approaches to IGNITE Inclusive Workplaces (Ignite - 112475)

This IGNITE session brings together practitioners from different organizations to discuss the innovative approaches they are using to address diversity and inclusion (D&I). These strategies include leveraging engagement surveys to inform D&I initiatives, coaching, creating diverse candidate pools, incorporating minority employee journeys, and including personality measures to promote diversity.

Amber L. Burkhart (CHAIR); Jennifer J. Brown (PRESENTER); Kimberly S. Nei (PRESENTER); Laura C. Lomeli (PRESENTER); LeClaire Teets (PRESENTER); Matthew L. Arsenault (PRESENTER)

4/16/2021 12:00 PM-1:20 PM

Obstacle or Opportunity for the Future of Work: The Age-Diverse Workforce (Ignite - 112255)

Seven scholars will discuss various ways in which an increasingly age diverse workforce reverberates across planning for and researching the future of work at an introductory to intermediate level. Presenters will summarize scientific research and offer practical solutions to stimulate and guide future research and practice. Audience questions and participation is encouraged.

Gretchen A. Petery (CHAIR); Cort W. Rudolph (PRESENTER); Elora Voyles (PRESENTER); David Cadiz (PRESENTER); Gwenith G. Fisher (CHAIR); Margaret E. Beier (PRESENTER); David P. Costanza (PRESENTER)

4/16/2021 12:00 PM-1:20 PM

Social Media Use in Selection: Insights From Empirical Investigations (Symposium - 111481)

Despite the widespread use of social media in hiring contexts, a corresponding increase in empirical investigations has not been achieved. This symposium brings together researchers and practitioners to present distinct but interconnected studies to address existing knowledge gaps. Data-driven insights will be provided on potential and pitfalls of social media usage in staffing contexts. Additional Data:(1)

Reactions to Social Media Screening: A Different Story for Minority Applicants (Acikgoz & Hartwell)(2)

Examining the Criterion-Related Validity Evidence of LinkedIn Profile Characteristics in an Applied Sample (Cubrich, King, Mracek, Strong, Hassenkamp, Vaughn, & Dudley)(3) The Impact of Normative Feedback on the LinkedIn Assessment (Levashina & Roulin)

Daly Vaughn (CHAIR); Nicolas Roulin (AUTHOR); Marc Cubrich (CHAIR); Jamie L. Winter (DISCUSSANT); Yalcin Acikgoz (PRESENTER); Christopher J. Hartwell (AUTHOR); Rachel T. King (AUTHOR); Derek L. Mracek (AUTHOR); Jamie Strong (AUTHOR); Kristen Hassenkamp (AUTHOR); Nikki M. Dudley (AUTHOR); Julia Levashina (PRESENTER)

4/16/2021 12:00 PM-1:20 PM

An Incubator for Electronic Performance Monitoring and Work Privacy Research (Alternative Session - 111942)

Electronic performance monitoring (EPM) is a ubiquitous workplace practice, but there remains a dearth of research on the topic. Following a brief review of the literature, participants will join one of several research themed breakout sessions. Following discussion participants will return to the main room to share group insights.

Daniel Ravid (CHAIR); David L. Tomczak (CHAIR); Jerod Cody White (CHAIR); Tara S. Behrend (CHAIR)

Alexander Nassrelrgawi (PRESENTER); Elizabeth A. Conjar (PRESENTER); Frank Nguyen (PRESENTER)

4/16/2021 12:00 PM-1:20 PM

Best Practices and Future Directions for Ending Sexual Harassment (Panel Discussion - 111458)

This panel offers advice and suggestions for actionable current best practices to address gender and sexual harassment at work, including anti-sexual harassment training, malfeasance investigations, litigation, and organizational climate. The panel will also offer insight into future directions, including where gaps still exist and promoting research-practice collaboration among SIOP members.

Brittney Amber (CHAIR); Alexandra I. Zelin (CHAIR); Margaret S. Stockdale (PRESENTER); Vicki J. Magley (PRESENTER); Jessica A. Gallus (PRESENTER); Rachael Zichella (PRESENTER)

4/16/2021 12:00 PM-1:20 PM

Leader Identity Development: Future Directions for Research and Practice (Panel Discussion - 111375)

This session will explore the current research related to leader identity development, suggest future research directions, and discuss the importance of leader identity development in practice. Panelists will answer questions themed around measurement issues, interventions, leader identity development among women and minority leaders, and implications for the workplace.

David M. Wallace (CHAIR); David V. Day (PRESENTER); Melanie P. Standish (CHAIR); Stefanie K. Johnson (PRESENTER); Winny Shen (PRESENTER); Stephanie Virgine Wormington (PRESENTER)

4/16/2021 12:00 PM-1:20 PM

Post-COVID Employee Experience Innovations (Alternative Session - 112073)

A variety of research findings and mental models are presented on the topic of post-COVID employee onboarding and training. Breakout groups will discuss these findings and mental models further to develop (a) research questions in onboarding and training for a post-COVID world and (b) evidence based interventions to enhance employee onboarding and training. Additional Data:(1) Productivity Impacts of Virtualized Training (Nassrelrgawi & Nguyen)(2) How COVID-19 Has Interrupted New Hires from Connecting with Purpose (Conjar)

4/16/2021 12:00 PM-1:20 PM

Triumphs and Tribulations: Showcasing Early Career Practitioner Critical Incidents (Alternative Session - 111979)

Practitioners from a variety of applied settings will share the job-related achievements and challenges that they experienced early in their careers by discussing a variety of critical incidents that they have faced in transitioning to the workplace. Through an interactive discussion, participants will hear and discuss strategies for dealing with potential early career-related dilemmas and issues.

Michael H. Chetta (PRESENTER); Jacob Hollander (PRESENTER); Linn Hadenius (PRESENTER); Michelle D. Corman (PRESENTER)

4/16/2021 1:30 PM-2:20 PM

EB Ten Years as an NGO: Reflecting on SIOP's Partnership With the United Nations (Special Event - 112930)

This session will review several accomplishments of SIOP and its work with the United Nations (UN) since being granted consultative status as an NGO by the UN 10 years ago. In doing so, panelists will reflect on SIOP's experiences in working with the UN, review current and future planned initiatives, and seek audience input into ways that SIOP can further leverage its partnership with the UN.

Mark L. Poteet (CHAIR); Deborah E. Rupp (PRESENTER); John C. Scott (PRESENTER); Julie B. Olson-Buchanan (PRESENTER); Lori L. Foster (PRESENTER)

4/16/2021 1:30 PM-2:20 PM

Beyond AI and Automation: (Often Overlooked) Challenges for the Future of Work (Alternative Session - 112186)

The dawning of the so-called 4th industrial revolution brings a new set of challenges for organizations to contemplate. In this alternative session, 5 distinguished scholars will present different perspectives of important aspects of work that have implications for preparing for future work. After, the presenters and audience will engage in a lively facilitated discussion.

Gretchen A. Petery (CHAIR); Jose M. Peiro (PRESENTER); Tristan Casey (PRESENTER); Mahima

Saxena (PRESENTER); Kurt Kraiger (PRESENTER); Luke Mahoney (PRESENTER); Lauren Bidwell (AUTHOR)

4/16/2021 1:30 PM-2:20 PM

The Advantages of Hiring and Retaining Military Veterans in the Civilian Workplace (Panel Discussion - 111960)

Many organizations attempt to hire military veterans and retain them as employees, but succeeding in these areas can be challenging. This session features 3 military veterans and a research psychologist from the Department of Defense who will share information and strategies to help practitioners and scholars. The speakers will also discuss their own experiences and answer audience questions.

Benjamin E. Baran (CHAIR); Andrew J. Thurston (PRESENTER); Kristin N. Saboe (PRESENTER); Nathan D. Ainspan (PRESENTER)

4/16/2021 1:30 PM-2:20 PM

Novel Approaches to Acute Stress Reactions and the Work–Nonwork Interface (Symposium - 111734)

This symposium brings together three papers that address physiological and psychological stress reactions in the immediate and short term. All 3 papers use an episodic or event-based approach for understanding the cross-domain effects of stressor-strain relationships. This symposium speaks to work–family interrole experiences, as well as work–nonwork interrole experiences more generally. Additional Data:(1) Gender Differences in Physiological Reactions to Work-Family Conflict (Shockley, Shen, LeFevre-Levy, Nichols, Taylor & Burnett)(2) Accumulation of Work-Home Stress Over Time: Crossover of Parent and Child Diurnal Cortisol (French, Lee & Chen)(3) It's high time to come down! A diary study on unfinished tasks and how recovery unfolds over the course of the weekend (Weigelt, Syrek, Siestrup & Duranova) Kate Kidwell (CHAIR); Lydia Nichols (AUTHOR); Kimberly A. French (CHAIR); Alexandra Taylor (AUTHOR); Claire Burnett (AUTHOR); Kristen M. Shockley (PRESENTER); Oliver Weigelt (PRESENTER); Christine Syrek (AUTHOR); Soomi Lee (AUTHOR); Winny Shen (AUTHOR); Rose LeFevre-Levy (AUTHOR); Zheng Chen (AUTHOR); Katja Siestrup (AUTHOR); Lenka Duranova (AUTHOR); Beth A. Livingston (DISCUSSANT)

4/16/2021 1:30 PM-2:20 PM

Gaming Selection: Evaluating the Validity and Usability of Game-Based Assessments (Symposium - 112142)

Game-based assessments (GBAs) have been gaining popularity in personnel selection. This symposium presents 2 examples of developing and validating psychometrically rigorous GBAs of job-relevant constructs and highlights the importance of evaluating applicant reactions to GBAs with 2 studies that examine users' perceptions. Additional Data:(1) Avoiding a General Performance Factor in Game-Based Assessment (Wiernik, Raghavan, Coovert, Martin, and Carretta)(2) The Development and Validation of a Game-Based Assessment of Emotional Intelligence (Blaik)(3) Exploring the Use of a Gamified Assessment Method and its Impact on Symbolic Organizational Traits (Georgiou and Nikolaou)(4) A Review of Online Reactions to Game-Based Assessment Mobile Applications (al-Qallawi and Raghavan)

Mukhunth Raghavan (CHAIR); Brenton M. Wiernik (CHAIR); Jason A. Blaik (PRESENTER); Konstantina Georgiou (PRESENTER); Sherif al-Qallawi (PRESENTER); Stephan Dilchert (DISCUSSANT)

4/16/2021 1:30 PM-2:20 PM

Innovations in Item Generation and Automated Test Assembly Methods (Symposium - 112089)

This session will address innovations in item generation and test assembly techniques. Topics will include rapid exam generation and item bank sustainment, item cloning, and automated form assembly applications using mixed integer linear programming (MILP) and classical test theory linear on-the-fly techniques (CTT-LOFT). Content is suitable for an intermediate audience level. Additional Data:(1) Managing Change in Exam Development and Its Impact on Item Banking (Munson)(2) Evaluating Item Cloning Techniques for Polytomous Cognitive Ability Items (Grelle)(3) In Search of Optimal Solutions: Novel Uses of MILP Form Assembly (Baldwin & Hughes)(4) A Proven CTT Approach to Linear-on-the-Fly Form Assembly (Abraham, Weiner & Elcott)

Jennifer L. Geimer (CHAIR); Liberty J. Munson (PRESENTER); Darrin Grelle (PRESENTER); Sean P. Baldwin (PRESENTER); Michael G. Hughes (AUTHOR); Joseph D. Abraham (PRESENTER); John A. Weiner (AUTHOR); Monica D. Elcott (AUTHOR)

4/16/2021 1:30 PM-2:20 PM

Got a Bad Reputation: Better Understanding Socially Undesirable Emotions (Symposium - 112106)

Authors present 4 papers examining schadenfreude, boredom, envy, and anger. The papers examine predictors, processes, and/or outcomes of these socially undesirable emotions in different organizational contexts. This symposium contributes to the theoretical understanding of undesirable emotions and offers practical advice for managing these emotions at work. Additional Data:(1) A Qualitative Investigation into Experiences of Schadenfreude in the Workplace (Johnson, Spector, & Pelonero)(2) A Meta-Analysis on Workplace Envy (Kim, Duffy, & Oswald)(3) B-B-B-Bad to the Bored: Examining Reactions Toward Subordinate Expressions of Boredom (Gonzalez)(4) Anger, a Negative Feeling with Positive Outcomes? (Cheshin)
Paige R. Alenick (CHAIR); Manuel F. Gonzalez (PRESENTER); Soohyun (Ashley) Lee (CHAIR); Arik Cheshin (PRESENTER); Deanna Geddes (DISCUSSANT); Dina Fleyshmakher (CHAIR); Yochi Cohen-Charash (CHAIR); Kim S. Johnson (PRESENTER); Paul E. Spector (PRESENTER); Trieva A Pelonero (PRESENTER); Jaewoo Kim (PRESENTER); Michelle K. Duffy (AUTHOR); Fred Oswald (AUTHOR)

4/16/2021 1:30 PM-2:20 PM

Developing Leaders at the Pace of Business: Action-Based Approaches (Panel Discussion - 112036)

This session will present perspectives and research on novel, action-based approaches to leader development. The panelists will provide an overview of action-based learning and describe success stories from the field.

Kyle J. Sandell (CHAIR); John C. Howes (PRESENTER); Lilly Lin (PRESENTER); Wayne Robinson (PRESENTER)

4/16/2021 1:30 PM-2:20 PM

Feedback on Fire! Hot New Ideas to Get People to Love Feedback as Much as We Do (Ignite - 111497)

Presenters will share innovative feedback techniques they have tested in their work and research. The session draws on empirical research and evidence-based best practices to share realistic and high impact ideas for moving the needle on feedback behavior in organizations, such as leveraging technology, making feedback forward looking, and using behavioral “nudges” to encourage real-time feedback.

Jason Dahling (PRESENTER); Paul E. Levy (PRESENTER); Alison L. O'Malley (PRESENTER); Brodie Gregory

Riordan (PRESENTER); Ariel A. Roberts (PRESENTER); Stephen F. Young (PRESENTER)

4/16/2021 1:30 PM-2:20 PM

Living La Vida Virtual: Searching, Selecting, and Surviving Virtual Internships (Alternative Session - 112375)

The purpose of this session is to foster conversations between current or recent virtual interns in I-O and other stakeholders (e.g., students, practitioners, and program directors). After introducing the session, the virtual interns will share their experiences and facilitate group discussions with attendees in breakout sessions.

Jenna-Lyn R. Roman (PRESENTER); Thomas Paul DePatie (PRESENTER); Christina N. Falcon (PRESENTER); Bradley E. Gray (PRESENTER); Sayeedul Islam (CHAIR); Irina Kuzmich (PRESENTER); Kira Dior Leach (PRESENTER); Anastasia Lisina (CHAIR); Desmond W. Leung (PRESENTER); Carolina Basto Silva (PRESENTER)

4/16/2021 2:30 PM-3:20 PM

I-O in NOLA: Past, Present, and Future (Special Event - 116366)

In this interactive break, I-O Psychologists will share about their fun memories of previous SIOP conferences held in New Orleans (NOLA), work that I-Os are currently doing in New Orleans, and plans for future fun at SIOP conferences in NOLA.

Tyree D. Mitchell (CHAIR)

4/16/2021 2:30 PM-3:20 PM

I-O and the Gig Economy (Community of Interest - 113122)

Given the growth of platform-based short-term “gigs,” I-O psychologists must (re)consider the constructs we study in traditional organizational contexts. Join the conversation on how I-Os can conduct research and practice that is geared toward gig workers’ experiences. Explore how our traditional conceptualizations of work constructs can (or cannot) apply to gig work settings.

Michael Horvath (CHAIR); Alice M. Brawley Newlin (PRESENTER); Amber N. Schroeder (PRESENTER)

4/16/2021 2:30 PM-3:20 PM

Developing Learning Agile Leaders (Special Event - 116361)

The past year has required everyone to be agile in learning and adapting to circumstances never faced before. The purpose of this session is to provide participants a fun, engaging opportunity to network while discussing how to develop the learning agility needed to thrive....and help develop it in the leaders they work with.

Veronica S. Harvey (CHAIR); Robert McKenna (CHAIR)

4/16/2021 2:30 PM-3:20 PM

Informal and Continuous Feedback in Performance Management (Community of Interest - 113124)

As organizations transition from annual performance appraisals to continuous feedback, employees benefit from improved relationships and the enhanced effect of timely developmental feedback. This session will have researchers and practitioners share experiences and identify areas of research that would increase the likelihood of a successful transition from formal to informal feedback systems.

Ian M. Katz (CHAIR); Aaron J. Kraus (PRESENTER); Jason Dahling (PRESENTER)

4/16/2021 2:30 PM-3:20 PM

Online I-O Education: Opportunities When Going Virtual (Community of Interest - 113125)

Although many educators consider the downsides to teaching their discipline online, a virtual learning environment can provide many new opportunities for students. This session will focus on the unique experiences in I-O that students and instructors can capitalize on when online. Swap successful tactics in the digital classroom with others and network for potential research endeavors.

Amy E. Crook (CHAIR); Rebecca Grossman (PRESENTER)

4/16/2021 3:30 PM-4:50 PM

EB The State of SIOP D&I: A Panel Discussion With SIOP's D&I Committee Chairs (Special Event - 112931)

Sponsored by CEMA, IAC, LGBT, DIAC, and WIN Committee Chairs, and the Military Veterans Initiative Task Force, this session brings together committee chairs for each of SIOP's D&I portfolio committees to discuss the results of SIOP's 2019 Diversity & Inclusion survey, where current gaps exist, and ongoing activities within each committee focused on improving the experiences of I-O psychologists.

Susan D'Mello (CHAIR); Alexandra I. Zelin (CHAIR); Kristin N. Saboe (CHAIR); Andrei Ion (PRESENTER); Enrica N. Ruggs (PRESENTER); Lawrence Houston (PRESENTER); Sabrina D. Volpone (PRESENTER); Sharon Glazer (PRESENTER)

4/16/2021 3:30 PM-4:50 PM

Fostering Creativity and Innovation in a Post-Pandemic World (Panel Discussion - 112444)

This session will discuss new challenges to creativity and innovation that have resulted from the COVID-19 pandemic. Our panel of I-O practitioners, talent managers, and innovation researchers will share insights and practical advice for addressing new issues related to knowledge sharing, management, and collaboration for novel endeavors in a rapidly changing work landscape.

Tin Nguyen (CHAIR); Jared Weintraub (CHAIR); Aaron J. Kraus (PRESENTER); Joshua L. Brenner (PRESENTER); Robert C. Melloy (PRESENTER); Amanda L. Thayer (PRESENTER); Roni Reiter-Palmon (PRESENTER)

4/16/2021 3:30 PM-4:50 PM

Breaking the Cycle: A Candid Discussion of DEI in Practice (Panel Discussion - 112307)

DEI has been #2 in SIOP's Top 10 Workplace Trends for the past 3 years, yet there is a historical deficiency at the conference of practitioner perspectives on the topic. This is a panel of practitioners for practitioners to discuss the realities of DEI work. They will touch upon lessons learned, share guidance, and foster a sense of community that I-Os are not alone in this fight.

Aditi Rabindra Sachdev (CHAIR); Juliet Aiken (PRESENTER); Steven Huang (PRESENTER); Sayeedul Islam (PRESENTER); Sahra Nina Kaboli-Nejad (PRESENTER); Vivian A. Woo (PRESENTER)

4/16/2021 3:30 PM-4:50 PM

The Political Antecedents of Workplace Ostracism and Employees' Emotional Labor (Symposium - 112138)

This symposium includes 4 empirical studies utilizing advanced survey designs (i.e., experience sampling method, multisource survey, and time-lagged design) to investigate the antecedents of workplace ostracism (i.e., political act and political skill) and how ostracized employees respond with emotional labor activities. The boundary variables affecting these relationships were examined. Additional Data:(1) When and Why

Employees Ostracize Their Leaders (Liu, Xu, Zhang, and Pyc)(2) Political Skills as Antecedents of Workplace Ostracism and Voluntary Turnover (Yang)(3) Psychological Health Cost of Ostracized Employees' Daily Emotional Displays (Peng, Ma, Zhang, Rosenblatt, and Kasera)(4) Supervisor Ostracism and Employees' Emotional Labor (Gu and Liu)
 Cong Liu (CHAIR); Jun Yang (PRESENTER); Xixi Gu (PRESENTER); Yisheng Peng (PRESENTER); Alexa K. Rosenblatt (AUTHOR); Architaa Kasera (AUTHOR); Bainan Zhang (AUTHOR); Jie Ma (AUTHOR); Lindsay S. Pyc (AUTHOR); Shiyong Xu (AUTHOR); Wenqin Zhang (AUTHOR); Kristin Sommer (DISCUSSANT)

practical performance of the Bayesian Retrieve-Edit-Select model (Zhang, Sun, Anderson, Angrave, & Drasgow)(3) Improving scoring by using collateral information: Explanatory GGUM (Joo, Lee, & Stark)(4) Building better multidimensional forced-choice tests: How statement parameter estimation methods affect scoring accuracy (Tu, Joo, Lee, & Stark)
 Tianjun Sun (CHAIR); Carolyn J. Anderson (AUTHOR); Fritz Drasgow (CHAIR); Lawrence C. Angrave (AUTHOR); Feng Guo (PRESENTER); Bo Zhang (PRESENTER); Seang-Hwane Joo (PRESENTER); Naidan Tu (PRESENTER); Nathan T. Carter (DISCUSSANT); Philseok Lee (AUTHOR); Hanyi Min (AUTHOR); Stephen Stark (AUTHOR); Yi Wang (AUTHOR)

4/16/2021 3:30 PM-4:50 PM

ML and AI in Personnel Selection: A Call to Practitioners and Academics (Panel Discussion - 111502)

In this panel, a set of leading experts present their work using machine learning (ML) and artificial intelligence (AI) in personnel selection. Authors will update SIOP members on the state of ML and AI in industrial and organizational psychology (I-O). Attendees are encouraged to submit their work in this area to an upcoming special issue in Personnel Psychology.

Emily D. Campion (CHAIR); Michael A. Campion (CHAIR); Andrew Speer (PRESENTER); Dan J. Putka (PRESENTER); Daniel A. Schmerling (PRESENTER); Genetha Anne Gray (PRESENTER); Keith McNulty (PRESENTER); Nathan J. Mondragon (PRESENTER); Nick C. Koenig (PRESENTER); Richard N. Landers (PRESENTER); Robert E. Gibby (PRESENTER); Scott Tonidandel (PRESENTER)

4/16/2021 3:30 PM-4:50 PM

Continuing Discussions Regarding Sexual Harassment of Teenage Workers (Alternative Session - 111450)

Sexual harassment of teenage workers appears to be an overlooked topic. This interactive roundtable/conversation hour will discuss the rights and responsibilities of teenage workers; focus on psychological, physical, and behavioral effects on teenage victims; share examples of lawsuits filed by young workers; and generate ideas for future research and organizational actions.

Susan M. Stewart (PRESENTER); Kristl Davison (PRESENTER)

4/16/2021 3:30 PM-4:50 PM

Is Career Pathing Dead? New Approaches to Workforce Readiness and Career Development (Panel Discussion - 112491)

Why is career pathing so hard? Career interests are outdated, and students miss out on critical knowledge to inform career choices. Employers are frustrated with the disconnect between education and workforce preparedness. So, what is the solution going forward? Join this lively panel discussion where experts share their experiences and best practices on career pathing.

Timothy Davis (PRESENTER); Gary N. Burns (CHAIR); Alok Bhupatkar (PRESENTER); Michael C. Heil (PRESENTER); Robert F. Calderon (PRESENTER); Scott A. Davies (PRESENTER)

4/16/2021 3:30 PM-4:50 PM

Item Response Theory III: New Updates in Research and Applications (Symposium - 111952)

This symposium introduces some latest developments in IRT research and applications, including a DIF examination using an item-focused tree approach, a newly developed Bayesian sequential IRT model to extract pure trait estimates from distorted responses, an improvement on parameterization with Explanatory GGUM, and an investigation of estimation methods for multidimensional forced-choice tests. Additional Data:(1) Is trust invariant? Testing measurement invariance using item-focused trees (Guo, Min, & Wang)(2) Disentangling substantive responses from faking: Statistical and

4/16/2021 3:30 PM-4:50 PM

Talent Hackathon: Crowdsourcing Solutions for Fickle Organizational Issues (Alternative Session - 112329)

Many I-O practitioners face similar challenges within their organizations. Through audience participation, this alternative session will crowdsource solutions to pressing organizational issues. Senior HR leaders from 5 companies will present an issue they are experiencing and then lead virtual roundtable solutioning discussions.

Brittany J. Marcus-Blank (CHAIR); Richard J. Chambers (CHAIR); Erica I. Desrosiers (PRESENTER); Hannah J. Foldes (PRESENTER); Laura Mattimore (PRESENTER); Matthew Dreyer (PRESENTER); Pamela Congemi (PRESENTER)

4/16/2021 3:30 PM-4:50 PM

One Size Does Not Fit All: I-O Education Across Modalities (Panel Discussion - 112119)

The interactive session will solicit beliefs from attendees regarding program modalities. The panel of program directors, faculty, and students from I-O programs of all modality types will share experiences and expertise, how they serve diverse students, best learning practices, and maintaining student engagement. Session concludes with sharing views on the future of I-O education post pandemic.

Afra S. Ahmad (CHAIR); Marie W. Barnes (AUTHOR); Erick Florian (PRESENTER); Timothy J. Huelsman (PRESENTER); Clair A. Reynolds Kueny (CHAIR); Layne Alison Pawlik (PRESENTER); Gregory J. Pool (PRESENTER); Comila Shahani-Denning (PRESENTER)

4/16/2021 5:00 PM-5:50 PM

The SIOP Living History Series Presents: Neal Schmitt (Special Event - 111819)

Neal Schmitt, past president of SIOP, is a prolific researcher who has influenced I-O psychology through both science and practice, and has received numerous awards highlighting his distinguished career. In this session, the Living History series continues by interviewing I-O luminaries with the goal of learning from their stories.

Margaret E. Brooks (CHAIR); Neal W. Schmitt (CHAIR)

4/16/2021 5:00 PM-5:50 PM

The Future of Recruitment and Selection: The Pandemic and Beyond (Panel Discussion - 112399)

This panel will highlight some of the major technologies that currently influence recruitment and selection. The panel will also take a forward-looking approach and discuss how recruitment and selection technology may unfold in the coming decade.

Additionally, the panel will consider how these changes may influence the roles and skills needed by I-O psychologists.

Tilman Sheets (CHAIR); Charles A. Handler (PRESENTER); Joseph Meyer (CHAIR); Michael S. Fetzter (PRESENTER); Evan R. Theys (PRESENTER)

4/16/2021 5:00 PM-5:50 PM

Beyond Representation: Understudied Aspects of Diversity in STEM (Symposium - 112003)

This symposium advances scholarship on the lack of diversity in STEM education and careers by exploring novel, understudied topics that contribute to the understanding of both the problem and solution sides. The contributions extend beyond the issue of representation, identifying specific causes of attrition and performance gaps, as well as potential remediation strategies. Additional Data:(1) Pay Equity Analysis in a Majority Female STEM Profession (Kuang, Gardner, Ryan, & Collins)(2) Team Gender-Based Discrimination in Engineering Teams (Traylor, Reyes, Lacerenza, & Salas)(3) Barriers and Supports for First-Generation College Workers' Performance in STEM (Waples, Botsford Morgan, & Nitttrouer)(4) Examining the Longitudinal Effect of Life Science Undergraduate Research Experiences on Student Outcomes (Listyg, Lee, Choi, Bowers, & Dolan)(5) The Role of Allies in Supporting Black/Latinx Undergraduates in STEM (Watson, Bilotta, Corrington, King, & Hebl)

Isabel Maria Bilotta (CHAIR); Ethan P. Waples (AUTHOR); Eden B. King (CHAIR); Whitney Botsford Morgan (PRESENTER); Christine L. Nitttrouer (AUTHOR); Benjamin S. Listyg (PRESENTER); Hye-Jeong Choi (AUTHOR); Juyeon Lee (AUTHOR); Brook Bowers (AUTHOR); Erin Dolan (AUTHOR); Ivy Watson (PRESENTER); Abigail R. Corrington (AUTHOR); Michelle (Mikki) Hebl (AUTHOR); Sarah Kuang (PRESENTER); Danielle M. Gardner (AUTHOR); Ann Marie Ryan (AUTHOR); John Collins (AUTHOR); Allison Traylor (PRESENTER); Denise L. Reyes (AUTHOR); Christina N. Lacerenza (AUTHOR); Eduardo Salas (AUTHOR)

4/16/2021 5:00 PM-5:50 PM

Safety First: Examining the Hazards of Working During COVID-19 (Symposium - 111601)

Workplace safety during the COVID-19 pandemic has been a significant source of concern for organizations and individuals worldwide. Thus, the purpose of this session is to present 4 studies highlighting specific

workplace safety concerns and organizational crisis responses during the pandemic and the impact of these factors on employee safety and well-being outcomes. Additional Data:(1) COVID-19 Risk Perception and Workplace Safety Among Chinese Workers (Wang, He, & Sheng)(2) Safety Implications of Manpower and Expertise Understaffing for Nurses during the COVID-19 Pandemic (Andel, Shen, Tedone, & Arvan)(3) Job Demands and Resources as Predictors of Mental Health Strain among Emergency Medicine Professionals during COVID-19 (Britt, Shuffler, Pegram, Xoxakos, Hirsh, & Jackson)(4) Difficult Times, Difficult Decisions: Examining the Impact of Healthcare Organization Crisis Response Strategies during COVID-19 (Bricka, Schroeder, & He) Amber N. Schroeder (CHAIR); Thomas W. Britt (PRESENTER); Traci Bricka (CHAIR); Marissa L. Shuffler (AUTHOR); Riley L. Pegram (AUTHOR); Phoebe Xoxakos (AUTHOR); Emily Hirsh (AUTHOR); Bill Jackson (AUTHOR); Mark Griffin (DISCUSSANT); Yi Wang (PRESENTER); Yimin He (AUTHOR); Zitong Sheng (AUTHOR); Stephanie A. Andel (PRESENTER); Winny Shen (AUTHOR); Archana Manapragada Tedone (AUTHOR); Maryana Arvan (AUTHOR)

4/16/2021 5:00 PM-6:20 PM

Teaching Cultural Differences in Cognitive Test Scores: Challenges and Best Practices (Panel Discussion - 112200)

I-O psychologists are often tasked with educating students, the public, and organizations on issues related to cultural differences in cognitive test scores. Against the backdrop of the ongoing anti-racism movement, the field must consider strategies to do so effectively and with sensitivity. This session brings together panelists with complimentary perspectives to begin this conversation.

Brian J. Hoffman (CHAIR); Danielle D. King (PRESENTER); Deborah L. Whetzel (PRESENTER); Jared Richardson (PRESENTER); Margaret E. Beier (PRESENTER); Nathan R. Kuncel (PRESENTER); Patrick F. McKay (PRESENTER)

4/16/2021 5:00 PM-5:50 PM

Embracing Methodological Advances: No Social Distancing Required (Symposium - 111989)

This symposium introduces new advances in research methodology with 3 cutting-edge papers: an application of rapid response measurement to novel constructs for improved efficiency and validity; guidance for theorizing, testing, and interpreting

restricted variance interactions; and best practices for empirically supporting discriminant validity inferences to combat construct proliferation. Additional Data:(1) Job satisfaction rapid response measure optimization (Meade, Zhu, Wilgus, Priest, & Kidder)(2) Avoiding the theoretical rabbit hole: Restricted variance interactions as a means of better understanding context effects (Cortina, Kohler, Keeler, & Pugh)(3) Rethinking empirical evidence of discriminant validity: The role of confirmatory factor analysis in construct proliferation (Albritton, Tonidandel, Woehr, & McBride)

Tine Koehler (CHAIR); Yizhen Egn Zhu (AUTHOR); Betsy Albritton (CHAIR); Luke I. Priest (AUTHOR); Andrew McBride (AUTHOR); Adam W. Meade (PRESENTER); James M. LeBreton (DISCUSSANT); Jose M. Cortina (PRESENTER); Scott Tonidandel (AUTHOR); Sam J. Wilgus (AUTHOR); Quin Kidder (AUTHOR); Kathleen R. Keeler (AUTHOR); David J. Woehr (AUTHOR); S. Douglas Pugh (AUTHOR)

4/16/2021 5:00 PM-5:50 PM

Psychological Safety and Resilience in a Pandemic: Lessons From COVID and Civil Unrest (Alternative Session - 112390)

This session will examine the effects of recent events on stress, psychological safety and resilience. Two presenters will share cross-company research summarizing findings from employees around the world. Two practitioners will share their company's interventions. The session will conclude with a discussion of recommended future practices based on the results of the research and interventions.

Meisha-Ann Martin (CHAIR); Gena L. Cox (PRESENTER); Anna L. Zide (PRESENTER); Ashley A. Walvoord (PRESENTER)

4/16/2021 5:00 PM-5:50 PM

Succession Management in the 20s: Changes and Anticipated Trends for the Future (Panel Discussion - 111847)

Academics, internal practitioners, external consultants, and government-oriented practitioners discuss trends, best practices, and changes in succession management amid a pandemic and heightened social tensions. Panelists will first share their unique perspectives on various succession management topics and considerations. The second half of the session will then be opened up for audience Q&A.

Lilly Lin (CHAIR); Sergey Gorbatov (CHAIR); Amy Titus (PRESENTER); Angela M Lane (PRESENTER); Lucien Alziari (PRESENTER); Patrick Wright (PRESENTER); Robert B. Kaiser (PRESENTER)

4/16/2021 5:00 PM-5:50 PM

Applied Nudges: All Shapes and Sizes (Panel Discussion - 112130)

In this session, I-O psychologists from 6 companies (Capital One, Deloitte, Glint, OrgVitality, PepsiCo, and The Flow Group) will discuss their nudge efforts to influence behavior. The panel will share examples, discuss key learnings (including nudging during a pandemic), and provide advice to others interested in nudging at their own companies.

Christina Fleck (CHAIR); Hong Yu (CHAIR); Jared Weintraub (PRESENTER); Jon C. Willford (PRESENTER); Rick H. Pollak (PRESENTER); Roza Jankovic (PRESENTER); Victoria Hendrickson (PRESENTER)

4/16/2021 5:00 PM-5:50 PM

Demystifying the Spousal Hiring Process: Perspectives From Seekers and Administrators (Panel Discussion - 111421)

This session brings together established panelists who have involved in spousal hiring process to share their anecdotes and recommendations. Themes include lessons learned from spousal hiring experiences, disclosure decisions, timeline expectations, process preparation, and institutional approaches to address spousal hiring needs. The audience will have opportunities to ask their questions.

Kimberly A. French (CHAIR); Lauren Kuykendall (CHAIR); Soner Dumani (CHAIR); Charles C. Calderwood (PRESENTER); Eunae Cho (PRESENTER); Julie B. Olson-Buchanan (PRESENTER); Kecia M. Thomas (PRESENTER); Winny Shen (PRESENTER)

4/17/2021 8:00 AM-8:50 AM

Get Psyched - Fitness (Yoga) (Special Event - 116810)

Rest and reset with Vinyasa yoga. This beginning yoga class will help you with physical posture, and the practice of clearing your mind with various breathing techniques. No previous yoga experience is required and all are welcomed!

Erik John Zito (CHAIR)

4/17/2021 9:00 AM-9:50 AM

Strategic Directions in Forced-Choice Personality Testing (Panel Discussion - 112573)

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

Brennan D. Cox (CHAIR); Anthony S. Boyce (PRESENTER); Heidi N. Keiser (PRESENTER); Henry L. Phillips (PRESENTER); Stephen Stark (PRESENTER); Tracy Kantrowitz (PRESENTER)

4/17/2021 9:00 AM-9:50 AM

Toward Building a Better Understanding of Female Leaders (Symposium - 112483)

This symposium seeks to address the gender gap in the executive ranks by advancing our understanding of personality characteristics, obstacles, and development needs of female executives including ways in which they are different from, and similar to, both their male executive and female non-executive counterparts. Additional Data:(1) An Investigation of Dark Side Characteristics in Female Leaders (Burkhart & Sherman)(2) Queen Bee Syndrome in Emotional Intelligence, Resilience, and Leadership (Mann & Chan)(3) Gender Differences in Endorsed Leadership Strengths and Desires for Leadership Coaching (Eatough, Waters, & Sinar)

Amber L. Burkhart (CHAIR); Amy Sarraf Renshaw (CHAIR); Ryne A. Sherman (AUTHOR); Vivian W. Chan (PRESENTER); Erin Eatough (PRESENTER); Sydney Mann (AUTHOR); Evan F. Sinar (AUTHOR); Shonna D. Waters (AUTHOR); Robert B. Kaiser (DISCUSSANT)

4/17/2021 9:00 AM-9:50 AM

Leveraging Technology to Improve Diversity and Inclusion in the Workplace (Panel Discussion - 112559)

To understand the role of technology in diversity and inclusion (D&I) solutions, I-Os need to consider the full spectrum of opportunities, challenges, and implications. As technology continues to evolve, there is a greater need for best practices in using technology to address D&I challenges. Key considerations and future of leveraging technology in D&I initiatives will be discussed.

Kristin M. Delgado (CHAIR); Mei-Chuan Kung (CHAIR); Eric J. Sydell (PRESENTER); Kimberly T. Silva (PRESENTER); Kizzy M. Parks (PRESENTER); Mary Mescal (PRESENTER)

4/17/2021 9:00 AM-9:50 AM

Advancing our Understanding of Mental Illness at Work (Symposium - 111645)

Mental illness is a major public health issue, yet limited I-O psychology research focuses on the topic. Mental illness is examined from the perspective of the self and others, with an emphasis on the two most common classes of psychological disorders: anxiety and depression. Collectively, this symposium enhances understanding of myriad ways that mental illness affects the experience of work Additional Data:(1) Workplace Civility, Fear of Infection, and PTSD among Retail Workers: Mental Health Consequences of COVID-19 (Dimoff, Kelloway, Gilbert, Mullen, Thibault, Jones-Chick, Myers, Shaw, & Macleod) (2) Mental Illness and Perceptions of Leader Suitability (Cloutier & Barling) (3) Making Kindness Count: Positive Activity Interventions as a Treatment for Depressive Symptoms (Facteau, Anker, Eby, Robertson, & Patel) (4) Understanding the Cross-Lagged Relationship between Depression and Anxiety Symptomatology and Goal-Striving at Work (Cheng & King)

David B. Facteau (CHAIR); Eden B. King (AUTHOR); Lillian T. Eby (CHAIR); Roderick MacLeod (AUTHOR); Jane Mullen (AUTHOR); Vanessa Myers (AUTHOR); Kajol Patel (AUTHOR); Melissa M. Robertson (AUTHOR); Jacqueline Shaw (AUTHOR); Tabatha Thibault (AUTHOR); Jocelyn Grayce Anker (AUTHOR); Julian I. Barling (AUTHOR); Shannon Cheng (PRESENTER); Anika Cloutier (PRESENTER); Jennifer K. Dimoff (PRESENTER); Stephanie L. Gilbert (AUTHOR); Rachael Elizabeth Jones-Chick (AUTHOR); E. Kevin Kelloway (AUTHOR)

4/17/2021 9:00 AM-9:50 AM

Non-g-Ocentric Models of Cognitive Abilities and Their Relevance to I-O Psychology (Alternative Session - 110209)

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

Harrison J. Kell (CHAIR); Serena Wee (CHAIR); William Becker (PRESENTER); Margaret E. Beier (PRESENTER); Charles A. Scherbaum (PRESENTER)

4/17/2021 9:00 AM-9:50 AM

Getting Social With It: Leveraging Social Media to Promote Inclusive Recruitment (Panel Discussion - 112128)

Following impacts of the pandemic and a heightened focus on social justice, it is crucial for organizations to assess how to virtually find talent. This session will examine social media as a means to promote inclusive recruitment. Panelists will discuss themes from their experience, organizational trends, and best practices for promoting diversity, equity, and inclusion when using social media.

Caitlin J. Jacobson (CHAIR); Zach Reburn (CHAIR); Amy Wester (PRESENTER); Tiffany R. Poepelman (PRESENTER); Betsir G. Zemen (PRESENTER); Tunji Oki (PRESENTER)

4/17/2021 9:00 AM-9:50 AM

Best Practices and Innovations in Teaching Data Analytics (Panel Discussion - 111787)

I-O psychology has played a key role in advancing the science of people analytics. Demand for analysts has led universities to add analytics to their curricula. Questions remain as to how to prepare students for entering the analytics space. This panel brings experts who have taught analytics across levels and domains together to share best practices and innovations in teaching analytics.

Ann-Marie Castille (CHAIR); Amit Mohindra (PRESENTER); Christopher B. Patton (PRESENTER); Erin E. Bowen (PRESENTER); Ethan R. Burris (PRESENTER); Frederick R. Stilson (PRESENTER); Tim Vantilborgh (PRESENTER)

4/17/2021 9:00 AM-9:50 AM

Pushing the Boundaries: Antecedents, Processes, and Outcomes of Shared Leadership (Symposium - 112469)

Collective forms of leadership, where leadership is shared across multiple individuals, has become increasingly common in modern organizations. This symposium explores the potential boundary conditions of shared leadership by examining critical antecedents, processes, and outcomes of shared leadership to inform both the science and practice of leadership as a collective phenomenon. Additional Data:(1) Sharing is Stressful: An Exploration of Individual Outcomes of Shared Leadership (Choudhury & Maupin)(2) Understanding Dual Leadership: What Makes Two Heads Better Than One? (Walters, Cushenbery, Manning, & Hunter)(3) The Case for Planning in Collective Leadership (Todd et al.)

Anwasha Choudhury (CHAIR); Tanner Newbold (AUTHOR); Cynthia K. Maupin (CHAIR); Michael D. Mumford (AUTHOR); Shane Connelly (AUTHOR); Neil Maclaren (AUTHOR); Yiding Cao (AUTHOR); Yingjun Dong (AUTHOR); Francis J. Yammarino (AUTHOR); Shelley Dionne (AUTHOR); Hiroki Sayama (AUTHOR); Gregory A. Ruark (AUTHOR); Kayla N. Walters (AUTHOR); E. Michelle Todd (PRESENTER); Tamara L. Friedrich (DISCUSSANT); Lily Cushenbery (AUTHOR); Samuel T. Hunter (AUTHOR); Robert Martin (AUTHOR); Samantha England (AUTHOR); Colleen Jane Standish (AUTHOR); Caroline E Manning (PRESENTER)

4/17/2021 9:00 AM-9:50 AM

Student Consulting Challenge: Put Your Practice Where Your Science Is (Panel Discussion - 112662)

The Consulting Challenge offers graduate students an opportunity to apply research and theory to real-world organizational challenges. Corporate partners provide "RFPs" based on actual issues they face, and student teams compete to provide the best solution. Experts from 4 organizations who have led these events provide guidance for creating your own Consulting Challenge.

Anna R. Erickson (CHAIR); Daniel Sachau (PRESENTER); Patti Naas (PRESENTER); Jenna Eagleson (PRESENTER); Riza Yamat Leak (PRESENTER)

4/17/2021 9:00 AM-9:50 AM

International Students in I-O Psychology: Sharing Experiences and Providing Support (Alternative Session - 111499)

This session provides an opportunity for international students to share their experiences and for program directors and faculty members to discuss how to provide program and community support for these students. This session consists of 3 short presentations by experts, a roundtable discussion on experience sharing, and a large group panel discussion on providing support.

Xinyu Hu (CHAIR); Nathan Iverson (PRESENTER); Alecia M. Santuzzi (CHAIR); Kareem Panton (AUTHOR); Lorena Solis (AUTHOR); Marcus W. Dickson (PRESENTER); Sharon Glazer (PRESENTER); Seulki Jang (PRESENTER); Elsheba K. Abraham (AUTHOR); Bisi Atoba (PRESENTER); Jessica Jacob Chackoria (AUTHOR); Claudia Marina Della Pona (AUTHOR); Susana Gomez Ornelas (AUTHOR); Soohyun (Ashley) Lee (AUTHOR)

4/17/2021 10:00 AM-11:20 AM

Real Examples of Worker Upskilling and Reskilling: Lessons Learned (Panel Discussion - 112208)

This panel will discuss unique and practical ways of upskilling talent, including how assessments can identify new career paths. The discussion will focus on practical examples of both employer and nonemployer programs that highlight implications and best practices for upskilling or reskilling in the talent driven economy.

Nate T. Dvorak (PRESENTER); Aaron J. Kraus (PRESENTER); Cheryl Oxley (PRESENTER); Ellyn Charlotte Maese (PRESENTER); Victoria J. Smoak (PRESENTER)

4/17/2021 10:00 AM-11:20 AM

What Does It Mean to Be Inclusive? Considerations for Our Research Practices (Panel Discussion - 111558)

This session will present research grounded discussions on the topic of fostering inclusion at all stages in the research process. The purpose of this session is to discuss considerations in these processes and to brainstorm a foundation for a syllabus for a university course on the topic (available upon request). Participants are asked to come ready to share questions, solutions, and resources.

Shannon Juliette Rowley (CHAIR); Shannon Cheng (CHAIR); Beth G. Chung (CHAIR); C. Malik Boykin

(PRESENTER); Lauren A. Collier-Spruel (PRESENTER); theresa hernandez (PRESENTER); Veronica Caridad Rabelo (PRESENTER)

4/17/2021 10:00 AM-11:20 AM

Identity Management Strategy Effectiveness and Theory Generation for a Virtual World (Symposium - 112075)

Identity management scholarship has advanced steadily over the past decade to better understand the strategies employees enact to curtail stigma at work. This session advances research and theory showcasing effective IDM strategies meant to mitigate previously found consequences for marginalized employees. Implications for virtual work are directly addressed. Additional Data:(1) An Intersectional Perspective on the IDM Experiences of LGB Employees (Arena Jr., Jones & Lindsey)(2) Identity Management in the Workplace: Strategies for Individuals with De-Legitimized Disabilities (Godard, Hebl & Nittrouer)(3) The Role of Authenticity in Interpersonal Outcomes of Religious Identity Management (Ahmad, Sabat, Lindsey, King, & Phetmisy)(4) Leader's Multiple Social Identities and Identity Management (Volpone & Lyons) David F. Arena (CHAIR); Brent J. Lyons (PRESENTER); Christine L. Nittrouer (CHAIR); Kristen P. Jones (AUTHOR); Alex P. Lindsey (PRESENTER); Rebecca Godard (PRESENTER); Michelle (Mikki) Hebl (AUTHOR); Afra S. Ahmad (PRESENTER); Isaac E. Sabat (AUTHOR); Eden B. King (AUTHOR); Cassandra Phetmisy (AUTHOR); Sabrina D. Volpone (AUTHOR)

4/17/2021 10:00 AM-11:20 AM

COVID-19's Impact on the Healthcare Workforce: Implications for I-O Psychology (Panel Discussion - 110112)

COVID-19 has instigated change for employees globally, especially healthcare workers. This panel will discuss the pandemic's impact on frontline and non-frontline healthcare workers. This discussion will elucidate how healthcare workers have adapted to COVID-19-related stressors (including the virus) and how some of these beneficial adaptations may be sustained.

Joseph A. Allen (PRESENTER); Nital P. Appelbaum (PRESENTER); Haley R. Cobb (CHAIR); Andrew N. Garman (PRESENTER); Alexius E. Hartman (CHAIR); Sylvia J. Hysong (PRESENTER); Candice L. Thomas (CHAIR); Stephanie A. Zajac (PRESENTER)

4/17/2021 10:00 AM-11:20 AM

Online Proctored Testing During a Pandemic: Issues to Consider (Alternative Session - 111779)

This session will describe issues involved in online proctored (OP) testing. Authors describe the OP environment and associated security precautions and then describe methods to detect item compromise (web monitoring and analyses of applicant data). Finally, they will discuss methods for identifying if scoring adjustments are needed for exams pre-equated under in-person proctored conditions. Additional Data:(1) Methods for Mitigating Security Risks (Gleason)(2) Methods for Detecting Item Compromise Using Applicant Data (Howald & Waugh)(3) Methods for Detecting Item Compromise Using Web Monitoring (Samit)(4) Methods for Determining Need for Cut Score Adjustments (Dahlke, Alonso, Bynum, Oppler, Ainsle) Deborah L. Whetzel (CHAIR); Julie Gleason (PRESENTER); Nicholas Howald (PRESENTER); Gordon Waugh (AUTHOR); Harry Samit (PRESENTER); Jeffrey A. Dahlke (PRESENTER); Alexander Alonso (AUTHOR); Bethany H. Bynum (AUTHOR); Scott H. Oppler (AUTHOR); Genevieve Ainslie (AUTHOR); Michael A. Campion (DISCUSSANT)

4/17/2021 10:00 AM-11:20 AM

The State of the Art and Science of Rating Unstructured Data (Alternative Session - 111526)

Bringing the latest AI innovations from the best in the field of AI to our field, 3 presentations will demonstrate how to scale the power of machine learning through (a) programming of meaningful ratings, (b) selecting the most informative data, and (c) going beyond a Likert scale. These innovations are the future of the field and will be discussed by a panel of discussants. Additional Data:(1) Programmatically Rating the Sentiment of an Open-ended Candidate Experience Response (Zhu, Slezak & Cubrich)(2) Putting the Computer in the Loop: Applying Active Machine Learning (Andrews, Geden & Strong)(3) Super Charging Deep Learning through Pairwise Comparisons of Unstructured Data (Thompson, Koohifar & Koenig) Derek L. Mracek (CHAIR); Adam W. Meade (DISCUSSANT); Isaac Benjamin Thompson (CHAIR); Stephen Stark (DISCUSSANT); Joshua S. Andrews (PRESENTER); Yizhen Egin Zhu (PRESENTER); Tyler J. Slezak (AUTHOR); Farshad Koohifar (AUTHOR); Michael Geden (AUTHOR); Marc Cubrich (AUTHOR);

Jamie Strong (AUTHOR); Nick C. Koenig (AUTHOR); Elizabeth A. McCune (DISCUSSANT)

4/17/2021 10:00 AM-11:20 AM

Fishing for the Best of 2020: How Local I-O Groups Address Emerging Challenges (Alternative Session - 112332)

Leveraging a fishbowl discussion technique, Local I-O Group leaders are invited to share and reflect on innovative practices adopted in response to the unprecedented challenges encountered in 2020. The session will build upon the ongoing work by SIOP's Local I-O Group Relations Committee and was created in direct response to needs expressed in a 2019 survey of Local I-O Group leaders. Comila Shahani-Denning (CHAIR); Virginia Bryant Whelan (DISCUSSANT); Anna R. Erickson (CHAIR); Donna Landau Sylvan (CHAIR); Dhanisha Nandigama (CHAIR); David S. Geller (DISCUSSANT); Melissa E. Kloner (DISCUSSANT); Eileen M. Linnabery (DISCUSSANT); Denis Onyango Ochieng (DISCUSSANT); Peter J. Rutigliano (DISCUSSANT); Nazanin Tadjbakhsh (DISCUSSANT)

4/17/2021 10:00 AM-11:20 AM

Being Agile: How Leading Organizations Bring Learning Agility to Life (Panel Discussion - 112024)

Today's VUCA environment creates a pressing need for learning agility and the capacity to learn at or above the rate of change. Organizations have focused on selecting learning agile leaders, developing learning agility, and implementing strategies for supporting learning agility. The focus of this session will be on showcasing examples of learning agility being applied at leading companies. Veronica S. Harvey (CHAIR); Allan H. Church (PRESENTER); A. Silke McCance (PRESENTER); Brian J. Ruggeberg (PRESENTER); Joseph A. Gier (PRESENTER); Sarah E. Thomas (PRESENTER)

4/17/2021 10:00 AM-11:20 AM

Choose Your Own Adventure Consulting IV: Relevant Challenges, Different Approaches (Panel Discussion - 112092)

Many common organizational challenges can be approached through various consulting methods. This panel brings together consultants from different I-O areas to offer practical, unique solutions for a fictional client's problematic issues dealing with a transformation from a nonremote working

environment to allowing remote working, which affects many aspects of talent and organizational management.

Nataliya Baytalskaya (CHAIR); Patricia E. Grabarek (PRESENTER); Trevor J. Shylock (CHAIR); Jodi Himelright (PRESENTER); Jennie Hollmann (PRESENTER); Johanna Johnson Lascano (PRESENTER)

4/17/2021 10:00 AM-11:20 AM

From Student to Intern: Advice and Networking With Professionals (Alternative Session - 111574)

This session blends panel and roundtable formats, allowing students to communicate with an array of professionals about the internship experience, from searching and securing internships to excelling and leveraging further opportunities from the internship. Students will move around the room, engaging with at least 5 different professionals, through guided but flexible discussion questions.

Jake W. Forsman (PRESENTER); Cristina Rubino (CHAIR); Joselito C. Lualhati (PRESENTER); Gonzalo Ferro (CHAIR); Kayla Bigerton (CHAIR); Devalina Nag (CHAIR); Katherine Rau (CHAIR)

4/17/2021 11:30 AM-12:20 PM

Training Program Development and Evaluation: Challenges, Opportunities, New Directions (Community of Interest - 113134)

Among the challenges for training and development professionals are delivering consistent training, evaluating learning and skills application, and demonstrating program value. This COI will address issues organizations face when creating and evaluating the success of different interventions. With a significant increase in remote training, authors will explore best practices in virtual learning.

Stephanie A. Zajac (CHAIR); Christina N. Lacerenza (PRESENTER); Victoria P. Mattingly (PRESENTER)

4/17/2021 11:30 AM-12:20 PM

The Role of I-Os in During- and Post-COVID Healthcare Systems (Community of Interest - 113123)

COVID-19 has impacted hospital system resources and structures, forcing healthcare systems to work differently under immense challenges. The impact of the pandemic on the healthcare system will likely continue for years to come. This session will explore the ways I-O professionals can aid health systems

leaders, professionals, educators, and healthcare companies navigate a new landscape.

Ian M. Katz (CHAIR); David S. Geller (PRESENTER); Nital P. Appelbaum (PRESENTER)

4/17/2021 11:30 AM-12:20 PM

The Ethical Considerations in Implementing Predictive Models in Organizations (Community of Interest - 113127)

As I-Os moved toward better predictive analytics, the next frontier is making those predictions actionable. But at what cost? For example, if you know someone is at a high likelihood of leaving, what should you do with that information? How can you prevent unintended adverse effects on underrepresented groups? This session will explore the ethics of these models and their use in organizations.

Eileen C. Toomey (CHAIR); Adam T. Myer (PRESENTER); Patrick E. Downes (PRESENTER)

4/17/2021 11:30 AM-12:20 PM

Practically Useless?: The Usefulness of Practical Implications in I/O Research (Alternative Session - 111974)

In this session we will discuss continued concerns with the scientist-practitioner gap, particularly as they relate to practical implications in research. We will also discuss the origins of this issue as well as proposed solutions. In our session, we will offer provocative statements regarding practical implications for the audience to debate in small groups.

Meghan A. Thornton-Lugo (PRESENTER); Lauren Kuykendall (PRESENTER); Melissa G. Keith (PRESENTER); Caitlin M. Porter (PRESENTER); Nicole Schulz (PRESENTER); Cassandra L. Batz-Barbarich (PRESENTER); Rachel M. Saef (PRESENTER)

4/17/2021 11:30 AM-12:20 PM

I-O Careers: Reflecting on What We've Learned and Looking to the Future (Special Event - 116363)

In this interactive session, the hosts will facilitate a discussion around the SIOP 2021 I-O Career track programming sessions and answer questions on what they learned and how to apply it. The hosts will also highlight SIOP Career resources (e.g., Consortia, I-O Job Network, etc.) that participants can take advantage of as they think about their I-O career goals.

Deborah DiazGranados (CHAIR); Amber L. Burkhart (CHAIR); Gonzalo Ferro (CHAIR)

4/17/2021 12:00 PM-1:50 PM

Prosocial I-O: How to Make a Positive Impact With What You Know (Alternative Session - 112463)

Four I-O psychologists from different sectors will share their stories relating how they use their I-O knowledge and skills for prosocial endeavors in their respective sector. Panelists will provide examples of prosocial work they are doing and how they engaged in it. Attendees will have a chance to map out steps they can take to incorporate prosocial endeavors in their organizations.

Marisa Bossen (CHAIR); Nathan D. Ainspan (PRESENTER); Nicole Alonso (CHAIR); Stuart C. Carr (PRESENTER); Mahima Saxena (PRESENTER); Janai Wallace (PRESENTER)

4/17/2021 12:00 PM-1:50 PM

Changing Many Hats: Experiences of Early Motherhood in the Workplace (Symposium - 111696)

Being a working mother can be challenging due to new physical and child-caring responsibilities for a newborn while balancing existing family and professional demands. As such, this symposium provides novel empirical perspectives of new and expectant mothers' everyday lived experiences as they move from pregnancy to motherhood in social and workplace settings. Additional Data:(1) What She Expects when Expecting: Women's Meta-perceptions and Perceived Leader-Member Exchange from Pregnancy to Postpartum (Cheung, King, Nicolaidis, Getu, & Hernandez)(2) A Hero at Home, but Losing the Zeros at Work: How Length of Maternity Leave Effects Women's Income (Nandigama, Cheung, & King)(3) Examining the Identity Management Experiences of Breastfeeding Women at Work (Rivin, Volpone, Gabriel, MacGowan, & Lurie)(4) Shame and guilt as conduits of the effects of perceived self-discrepancies on key work and breastfeeding outcomes (Markell-Goldstein, Kaplan, Cheung, & King)(5) Affective Consequences of Parents' Social Media Comparisons (Buchanan, King, & Botsford-Morgan)

Bhindai Mahabir (CHAIR); Rebecca MacGowan (AUTHOR); Ho Kwan Cheung (CHAIR); Sarah Lurie (AUTHOR); Hannah Markell-Goldstein (PRESENTER); Seth A. Kaplan (AUTHOR); Beth Buchanan (PRESENTER); Whitney Botsford Morgan (AUTHOR); Eden B. King (AUTHOR); Vias C. Nicolaidis (AUTHOR); Amrote Getu (AUTHOR); Joel Hernandez (AUTHOR); Dhanisha Nandigama (PRESENTER); Jessica Mariah

Rivin (PRESENTER); Sabrina D. Volpone (AUTHOR); Allison S. Gabriel (AUTHOR)

4/17/2021 12:00 PM-1:50 PM

Building Allied Organizations: Concrete Strategies for Engaging Employees in Allyship (Panel Discussion - 112011)

Although numerous scholars have lauded the importance of allyship for inclusion in organizations, there is little information on concrete practices to build allyship. This discussion will address potential strategies for building allyship in organizations, including recruitment and selection, training, climate, and organizational policy.

Kaytlynn R. Griswold (CHAIR); Michelle (Mikki) Hebl (CHAIR); Elizabeth A. Conjar (PRESENTER); Elizabeth M. Grimaldi (PRESENTER); Isaac E. Sabat (PRESENTER); Larry R. Martinez (PRESENTER)

4/17/2021 12:00 PM-1:50 PM

Illegitimate Tasks and Stressors: New Knowledge of Processes and Boundaries (Symposium - 112580)

Illegitimate tasks and stressors distinguish stress due to illegitimacy from the basic stressfulness of energy expenditure and/or negative emotions attached to job tasks and stressors. A number of important processes and boundary conditions remain unexamined. The 4 papers in this symposium expand knowledge of illegitimate tasks and stressors by answering calls made in recent reviews. Additional Data:(1) "Why did I have to do that?": Exploring Passive Leadership's Effects on Illegitimate Tasks and Employee Job Attitudes (Shah, Nagel, Thomas, Che, & Zhou)(2) Illegitimate tasks and strain: Intrinsic motivation as a moderator (Fila & Semmer)(3) Was That Really Necessary? How Interruption Illegitimacy and "Facework" Shape Perceptions of Boundary Violations at Home and Work-Nonwork Outcomes (Grotto & Mills)(4) Energized or Distressed? Illegitimacy Appraisal as a Moderator of Positive and Negative Consequences of Time Pressure (Kern, Baethge, & Semmer)

Marcus J. Fila (CHAIR); Norbert K. Semmer (CHAIR); Angela R. Grotto (PRESENTER); Anja Baethge (PRESENTER); Marcel Kern (PRESENTER); Maura J. Mills (PRESENTER); Shivani Shah (PRESENTER); Annalissa Thomas (AUTHOR); Joshua Nagel (AUTHOR); Xinxuan Che (AUTHOR); Zhiqing E. Zhou (AUTHOR)

4/17/2021 12:00 PM-1:50 PM

Trends, Opportunities, and Challenges With Digital Assessment and Interview (Panel Discussion - 111683)

This panel will address opportunities and challenges with an assessment strategy that incorporates digital interview. Topics include sequencing of assessment and digital interview in hiring processes, candidate perceptions of digital interview, legal considerations and validation, and potential to measure a wider range of competencies through artificial intelligence-based measurement techniques.

Tracy Kantrowitz (PRESENTER); Michael Blair (PRESENTER); Nathan J. Mondragon (PRESENTER); Ryan S. O'Leary (PRESENTER); Scott Bedwell (PRESENTER)

4/17/2021 12:00 PM-1:50 PM

Modern Problems Require Modern Solutions: New Approaches to Personality Assessment (Alternative Session - 112016)

In this IGNITE/Panel hybrid session, 5 panelists from academic and applied backgrounds will deliver an IGNITE presentation providing an overview of their innovative approach to personality assessment. Next, a moderated and open discussion will focus on similarities in the seemingly different approaches, creating future directions for research and practice, and answering audience questions.

Timothy J. Bartkoski (CHAIR); Adam W. Meade (PRESENTER); Jeff Foster (PRESENTER); Richard Justenhoven (PRESENTER); Sara Lambert Gutierrez (PRESENTER); Tianjun Sun (PRESENTER)

4/17/2021 12:00 PM-1:50 PM

Making I-O Research RAPID in Times of Crisis: Quick-Response NSF Funding Insights (Alternative Session - 111832)

The investigators of I-O research projects recently funded by the National Science Foundation (NSF) Rapid Response Research (RAPID) award mechanism will introduce their ongoing work and share insights into the NSF funding process during small group discussions. Additional Data:(1) Effects of Institutional Responses to the COVID-19 Pandemic on Undergraduate Faculty and Students Across STEM Disciplines (LeNoble, Horan, Shoss, & Kwesell)(2) Adjustment and Effectiveness of Rapid Transition to Remote Work (Shockley)(3) The Impact of Being Policed Under Threat (Hall & Johnson)(4) Systemic Differences in Employee Outcomes from COVID-19

and the Effectiveness of Organizational Response (Ruggs, Bedwell-Torres, Fabian, Hussey, & Arena)(5) Exploring the Cyber Behaviors of Temporary Work-From-Home (TWFH) Employees (Posey & Shoss)(6) Work, Family, and Social Well-Being among Couples in the Context of COVID-19 (Baltes, Brumley, Pineault, Montazer, & Maguire)

Chelsea A. LeNoble (CHAIR); Kristin A. Horan (AUTHOR); Kristen M. Shockley (PRESENTER); Frances Fabian (AUTHOR); Andrew Hussey (AUTHOR); Allison Kwesell (AUTHOR); Enrica N. Ruggs (PRESENTER); Alison Vania Hall (Birch) (PRESENTER); Lars U. Johnson (PRESENTER); Clay Posey (PRESENTER); Boris B. Baltes (PRESENTER); Mindy K. Shoss (AUTHOR); Laura April Pineault (AUTHOR); Wendy L. Bedwell-Torres (AUTHOR); Alyssa Maria Perez (AUTHOR); David F. Arena (AUTHOR); Katheryn Maguire (AUTHOR); Krista Brumley (AUTHOR); Richard Currie (AUTHOR); Shirin Montazer (AUTHOR)

4/17/2021 12:00 PM-1:50 PM

HiPo Talent: I-O's Role in Building and Shaping the Leaders of Tomorrow (Panel Discussion - 112300)

This session will provide guidance and best practices from practitioners across various industries on assessing and developing high potentials. Panelists will discuss measuring HiPo and succession planning program effectiveness in today's evolving workplace and address current challenges, emphasizing the role the I-O practitioners play in preparing today's leaders for tomorrow's workplace.

Lindsay K. Beers (CHAIR); José H. David (PRESENTER); Jason D. Frizzell (CHAIR); Joe Dicianno (PRESENTER); Charmane Harrison (PRESENTER); Samantha A. Morris (PRESENTER); Sean D. Robinson (PRESENTER)

4/17/2021 12:00 PM-1:50 PM

"What Am I Looking At?": Data Visualization for a Nontechnical Audience (Master Tutorial - 112598)

This session will present best practices in data visualization, with particular emphasis on executive and nontechnical audiences. Industry practitioners share expertise and lessons learned in presenting compelling and intuitive data visualizations.

Julia S. Walsh (CHAIR); Joshua Coleman (CHAIR)

4/17/2021 12:00 PM-1:50 PM

Networking With Fellow Graduate Students: Develop and Practice Your Elevator Pitch (Alternative Session - 111572)

This session blends presentation, round table, and open space formats, allowing graduate students to develop networking skills by first working with a variety of professionals and network with other students. Students will first hear from a networking expert, then develop and practice their elevator pitch with at least 2 different professionals and at least 5 other students.

Kayla Bigerton (CHAIR); Sarah Hohmann (CHAIR); Devalina Nag (CHAIR); Katherine Rau (CHAIR); Cristina Rubino (CHAIR); James B. Taylor (PRESENTER)

ASYNCHRONOUS SESSIONS

The following pages list the approximately 150 Asynchronous/Prerecorded sessions. These can be accessed in the “Asynchronous” tab of Whova.

COVID-19 Pandemic on Teams: How Crises Impact Teamwork Processes and Outcomes (SYMPOSIUM - 111457)

Denise L. Reyes (CHAIR); Dan Manh Nguyen (AUTHOR); Jennifer Feitosa (CHAIR); Ngoc Son Duong (AUTHOR); Catherine Warren (AUTHOR); Allison Traylor (PRESENTER); Christina N. Lacerenza (AUTHOR); Eduardo Salas (AUTHOR); Scott I. Tannenbaum (DISCUSSANT); Fabrice Delice (AUTHOR); Reggie Romain (PRESENTER); Alicia Davis (AUTHOR); Phoebe Xoxakos (PRESENTER); Riley L. Pegram (AUTHOR); Marissa L. Shuffler (AUTHOR); Emily Hirsh (AUTHOR); Bill Jackson (AUTHOR); Jessica L. Wildman (PRESENTER)

In the midst of the pandemic, teams must navigate through several stressors, such as increased workload, changes in staffing, and social isolation. This symposium consists of papers specifically focusing on team stressors during a crisis and how teams have handled such hurdles. The papers also present novel studies using data collected during the pandemic.

The Implications of COVID-19 Related Job Demands for Occupational Health (SYMPOSIUM - 111512)

Rachel M. Saef (CHAIR); Andrea Garry (PRESENTER); Ian Michael Hughes (PRESENTER); Robert Thomas Keating (PRESENTER); Xinyu Hu (PRESENTER); Yisheng Peng (PRESENTER); Alecia M. Santuzzi (AUTHOR); Alexa K. Rosenblatt (AUTHOR); Archana Manapragada Tedone (AUTHOR); Christopher M. Gallagher (AUTHOR); Cong Liu (AUTHOR); Mahesh V. Subramony (AUTHOR); Melissa G. Keith (AUTHOR); Shiyang Su (AUTHOR)

Five studies illustrate the unique demands facing employees working during the COVID-19 pandemic and examine both between-person and within-person consequences of such demands for the employee, their organization, and their family.

An Examination of the Impact of COVID-19 on Healthcare Professionals (SYMPOSIUM - 112048)

Alexxa Bessey (CHAIR); Smith Heavner-Sullivan (AUTHOR); Marissa L. Shuffler (CHAIR); Robin Hemphill (AUTHOR); Emily Hirsh (AUTHOR); Bill Jackson (AUTHOR); Ann Blair Kennedy (AUTHOR); Ronald Pirrallo (AUTHOR); Meagan Rawls (AUTHOR); Rebecca Russ-Sellers (AUTHOR); Sally Santen (AUTHOR); Courtney Tan (AUTHOR); Chloe Wilson (PRESENTER); Riley L. Pegram (PRESENTER); Chelsea A. LeNoble (PRESENTER); Nastassia M. Savage (PRESENTER); Thomas W. Britt (AUTHOR); Phoebe

Xoxakos (AUTHOR); Aleasha Hailey Jay (AUTHOR); Mindy K. Shoss (AUTHOR); Tranaka Fuqua (AUTHOR) COVID-19 has greatly impacted healthcare organizations. As a result of new and unique job demands, healthcare professionals have experienced increased levels of moral distress, potential burnout, greater need for social ties, and changes to learning environments. The following symposium seeks to highlight the impact of COVID-19 on the mental health and well-being of healthcare professionals.

Training in Healthcare: Novel Approaches and Emerging Challenges in COVID-19 Era (PANEL - 111912)

Elisa M. Torres (CHAIR); Roni Reiter-Palmon (PRESENTER); Deborah DiazGranados (CHAIR); Jennifer Feitosa (PRESENTER); Sylvia J. Hysong (PRESENTER); Ashley M. Hughes (PRESENTER); Dana C. Verhoeven (PRESENTER); Erin Maureen Crask (PRESENTER)

This session will present novel and best practices researchers and applied practitioners should consider when conducting research on and/or implementing training and development programs in healthcare settings. The panelists will provide their experience and insights on the emerging challenges to training and development and strategies used to address them given the current global pandemic.

Pandemic Response and the World of Work (Special Event - 113309)

Eileen M. Linnabery; Brian J. Marentette; Christopher K. Adair; Mary M. Keegin; Samuel K. Young

This panel will explore organizational responses and future implications of the COVID-19 pandemic on the world of work. Learn from organizations that have made a shift in how they do business—changes to where and how work gets done, how customers are served, and where talent come from will all have lasting changes on workforces.

Employee Emotions During COVID-19 and Their Impact on Performance and Well-Being (SYMPOSIUM - 111870)

Daniel J. Beal (PRESENTER); Andrew C. Hafenbrack (AUTHOR); Alicia A. Grandey (PRESENTER); Shawn McClean (AUTHOR); Ji Koungh Kim (AUTHOR); Joel Koopman (AUTHOR); Christopher C. Rosen (AUTHOR); Cristina Marie Gonzalez (AUTHOR); Jason A. Williamson (AUTHOR); Kayley Morris (AUTHOR); Yu

Tse Heng (PRESENTER); Seoin Yoon (PRESENTER); Allison S. Gabriel (DISCUSSANT); Nitya Chawla (CHAIR); Aqsa Dutli (CHAIR); Sivahn Barsade Barli (CHAIR); Julie M. McCarthy (AUTHOR); John P. Trougakos (AUTHOR); Ussama Ahmad Khan (AUTHOR) COVID-19 has precipitated unfathomable changes to the experience of work. It is worth considering that emotions may operate differently in these unique circumstances. This symposium brings together experts in employee well-being and emotions to share their research on affective processes that are impacting employees working during the pandemic and to discuss avenues for future research.

Making the Most of Virtual Training: Taking a Human Experience Online (MTUTORIAL - 112553)

Tiffany M. Greene-Shortridge; Rab MacIver; Daphne Vanderwielen; Katie Thomas; Simon Jayne
Given the impact of COVID, organizations have had to be innovative in their delivery of training. Relevant theories on learning and development, online delivery, and the use of appropriate technology are discussed to establish what is needed to make online training effective. Key takeaways from delivering training online are shared alongside guidance for introductory to intermediate audiences.

Objective Risk, Traits, and Stressors in COVID19 Work Outcomes (SYMPOSIUM - 112317)

Kimberly E. O'Brien (CHAIR); Meisha-Ann Martin (DISCUSSANT); Tyler James Mirando (PRESENTER); Agnieszka Shepard (PRESENTER); Kyle Joseph Mann (PRESENTER); Lilah Irene Donnelly (AUTHOR); Katherine Klein (AUTHOR); Charles Phillips Fales (AUTHOR); Stephen M. Colarelli (AUTHOR); Kyughee Michigan Han (AUTHOR)
Authors target the specific contributions of the pandemic that led to decrements to workplace outcomes. Three studies indicate that objective risk is less relevant than are traits and stress appraisals. Discussant will guide concluding thoughts and questions, providing her own organizational data to highlight gaps between the scientist and practitioner approach.

Just What the Doctor Ordered: Giving the Healthcare Industry the I-O Treatment (PANEL - 112002)

Anna L. Hulett (CHAIR); John D. Arnold (PRESENTER); Colby Kennedy Nesbitt (CHAIR); Andrew Biga (PRESENTER); Bobby D. Naemi (PRESENTER); Stephen

J. Zaccaro (PRESENTER); Stephanie A. Zajac (PRESENTER)

The healthcare industry has experienced rapid growth in recent decades, and in the context of the COVID-19 pandemic it is one of today's timeliest topics. Panelists from academia and practice discuss the critical need for the unique skillset of I-O psychologists in the medical sector, especially within areas such as assessment, selection, leadership, multiteam systems, and occupational health.

Transform Performance Management: Walking the Fine Line During Disruptions (PANEL - 112288)

Yi-Hui Chang (CHAIR); Michel A. Buffet (CHAIR); Nabila Sheikh-Hashmi (PRESENTER); Marcia Correa Reyes (PRESENTER); Shevon Talley (PRESENTER)
This panel will focus on the business case and lessons learned from implementation performance management transformation during the COVID-19 pandemic and heightened social tensions disruptions. Panelists with experience leading processes and tools to facilitate change management will discuss linkages to strategies of talent management, diversity and inclusion, and workforce planning.

Stress During COVID-19: Stressors, Resources, and Theory (SYMPOSIUM - 111798)

Jeffrey Drake Terry (CHAIR); Konstantin Cigularov (CHAIR); Anthony Naranjo (PRESENTER); Peter Cook (PRESENTER); Samantha C. Paustian-Underdahl (PRESENTER); Chelsea A. LeNoble (AUTHOR); Cynthia S. Halliday (AUTHOR); F. Randy Blass (AUTHOR); Gargi Sawhney (AUTHOR); Joshua C. Palmer (AUTHOR); Kristin A. Horan (AUTHOR); Michael DiStaso (AUTHOR); Mindy K. Shoss (AUTHOR); Christopher J. L. Cunningham (DISCUSSANT)
The ongoing coronavirus disease 2019 (COVID-19) pandemic has caused massive disruptions to work and has threatened employee and organizational well-being around the world. The purpose of this symposium is to empirically examine the effects of job stressors related to the COVID-19 pandemic, as well as the resources which may buffer the undesirable impact of these stressors on employee well-being.

Remote Work in the Time of COVID (SYMPOSIUM - 111978)

M. Gloria Gonzalez-Morales (CHAIR); Megan Benzing (PRESENTER); Alyssa Birnbaum (PRESENTER); Chloe Darlington (PRESENTER); Archana Manapragada

Tedone (PRESENTER); Declan O. Gilmer (PRESENTER); Ragan Elizabeth Decker (AUTHOR); Janet L. Barnes-Farrell (AUTHOR); Chantal van Esch (PRESENTER); William Luse (PRESENTER); Robert L. Bonner (AUTHOR)

This symposium focuses on empirical research developed to understand the transition to forced remote work during the COVID-19 pandemic. The first 2 papers are focused on the boundaries between work and personal life during this time, and the other 2 examine the role of supervisors and mentors during this transition into remote work.

Laced Up From the Waist Up: Virtual Assessment Center Best Practices (PANEL - 111934)

Marie Childers (CHAIR); Nicky Garcea (PRESENTER); Brittany J. Marcus-Blank (CHAIR); Ben Hawkes (PRESENTER); Kimberly E. Kluesner (PRESENTER); Vanessa Ostlund (PRESENTER)

With advancing technology, increasing costs, and unexpected global pandemics, using virtual assessment centers for employee selection is becoming a common phenomenon for practitioners. Developing valid VACs, however, can be time consuming and present novel challenges. This panel will present best practices for the development of VACs and show practitioners how to address common concerns with VACs.

Supporting and Retaining Parents and Caregivers in the COVID-19 Era and Beyond (PANEL - 112308)

Megan J. Steckler; Wayne R. Edwards; Kate Feather; Tara Jenkins; Sarah Jorgenson; Eric Hoernemann; Taylor Scotese; Emily A. Killham

Working parents have faced unprecedented challenges in the wake of COVID-19. In this session, panelists will discuss the impact of the pandemic on working parents and offer a variety of approaches for supporting caregivers. They will examine the effectiveness of various benefits, policies, behaviors and practices for retaining parents as well as reducing the mental health and career burdens.

Out of Sight, Out of Mind: Understanding Deskless Workers' Employee Experiences (PANEL - 112285)

Mara L. Hesley (CHAIR); Autumn D. Krauss (CHAIR); Justin J. Aqwa (PRESENTER); Victoria Blanshteyn (PRESENTER); Caitlin M. Cavanaugh (PRESENTER); Eric Schinella (PRESENTER)

This session will include a discussion for I-O psychologists who are trying to understand how to better support deskless workers. Topics include deskless workers' employee experiences, the challenges around supporting deskless workers, technology used with deskless workers, differences between desk-based and deskless employees, supporting deskless workers during COVID-19, and recommendations.

Hindsight Is 2020: What 2020 Taught Us About Employee Listening and People Analytics (PANEL - 111957)

Brett M. Wells; Alan L. Colquitt; Benjamin P. Granger; Ian Cook; Michael Callans; Sarah R. Johnson

Over the last year, the COVID-19 pandemic and civil unrest have had a dramatic impact on daily lives, challenging many previously held assumptions about how people, teams, and organizations should work. This session brings together recognized thought leaders in employee listening and people analytics to share lessons learned during these turbulent times.

Adaptability and Resilience—What Lessons Can We Leverage From the Military? (PANEL - 111461)

Richard L. Griffith; Constanze Dostal; Jessica A. Gallus; John Spencer; Phillip Thomas; Richard T. Cober

The COVID-19 pandemic has had a vast economic and human-health impact and revealed a glaring potential weakness in contemporary organizations. Many leaders were caught flat footed, and the shock of the swift change left them unprepared to respond. A panel will convene experts in resilience and adaptive leadership from the military to discuss what lessons may be extended to the corporate context.

Job Analysis in the Virtual World: Agile Practices for the Future of Work (PANEL - 112331)

Peter W. Seely (PRESENTER); Angela Lee (CHAIR); Alexis Avery (PRESENTER); Joshua A. Isaacson (PRESENTER); Marni L. Falcone (PRESENTER)

The purpose of this panel discussion is to provide insight and experiential advice on conducting job analysis and competency modeling in a fully virtual context and, in particular, in the face of shifting contextual dynamics (e.g. COVID-19). The panel will discuss how to maintain an agile approach to these practices in order to effectively meet the rapidly changing demands of today.

The Best Defense Is a Good Offense: Novel Approaches to Sexual Harassment Prevention (SYMPOSIUM - 111397)

Valerie J. Morganson (CHAIR); Brandon E. Sholar (AUTHOR); Kenzie Joy Hurley (CHAIR); Manasia Sturdivant (AUTHOR); Morgan Kristina VanCleave (AUTHOR); Elora Voyles (AUTHOR); David Gavin (AUTHOR); Joel T. Nadler (PRESENTER); Jessica A. Gallus (AUTHOR); Elsheba K. Abraham (PRESENTER); Vyctoria Brooks (AUTHOR); Aaron K. Coombs (AUTHOR); Jessica Gladfelter (PRESENTER); Neil M. A. Hauenstein (AUTHOR); Christopher Rodeheffer (AUTHOR)

A recent uptick in sexual harassment (SH) suggests that SH is both a classic and contemporary issue. With a goal toward informing prevention, this symposium includes 4 research papers that utilize novel approaches to identify predictors of SH with an aim toward curbing gendered workplace discrimination. An experienced SH practitioner will identify themes and facilitate constructive dialogue.

Sexual Harassment: Creating Inclusive Workspaces Across Intersections of Identity (PANEL - 111545)

Nicole T. Buchanan (PRESENTER); Sheila Brassel (PRESENTER); Stefanie Simon (PRESENTER); Jennifer S. Thorpe-Moscon (CHAIR)

Sexual harassment has been in the news since the emergence of the MeToo movement, but despite that the movement was founded by a woman of color, the ways women of color experience sexual harassment are largely ignored or glossed over. In addition, sexual harassment may be experienced differently across sexual orientation. What does that mean for workplace interventions to decrease harassment?

Politically Based Workplace Incivility In Turbulent Times (PANEL - 111544)

Emily E. Brown (CHAIR); Richard A. Mendelson (CHAIR); Michael J. Zickar (PRESENTER); Gloria C Kozak (PRESENTER)

This panel brings together I-O psychologists to discuss the effects of politically based workplace incivility (PBWI) in both face-to-face and virtual contexts, current research on its measurement, and how it is different and similar to other forms of workplace incivility. The audience will be asked to deliberate on the need for training and initiatives to address PBWI in the workplace.

Robotics, AI, and Tech in Multiteam Systems: An Interactive Panel + Research Incubator (ALTPRES - 111606)

Marissa L. Shuffler; Sydney Begerowski; Katelyn Hedrick; Susan Mohammed; C. Shawn Burke; Leslie A. DeChurch; Robert Leicht; Kapil Madathil
Current and future multiteam systems (MTS) may include not only humans but also intelligent technologies such as robots or AI, with many unknown implications for performance. An interdisciplinary panel of experts has been assembled with the goal of incubating ideas and spurring future scientist-practitioner collaborations that can help to advance future work when it comes to MTSs and technology.

Investigating Discriminatory Behaviors in Employment Interviews (SYMPOSIUM - 111667)

Satoris S. Howes (CHAIR); Marcus W. Dickson (AUTHOR); Aditi Rabindra Sachdev (PRESENTER); Jeffrey L. Crenshaw (AUTHOR); Eden-Ray Lukacic (AUTHOR); Kevin Nolan (AUTHOR); Deborah M. Powell (AUTHOR); Nicolas Roulin (AUTHOR); Nicholas P. Salter (AUTHOR); Charles A. Scherbaum (AUTHOR); Comila Shahani-Denning (AUTHOR); Haya Bakour (PRESENTER); Irene Zhang (PRESENTER); Laura April Pineault (PRESENTER); Allen I. Huffcutt (DISCUSSANT); Paige R. Alenick (AUTHOR); Martinique Alber (AUTHOR); Silvia Bonaccio (AUTHOR); Brian L. Bellenger (AUTHOR); Joshua S. Bourdage (AUTHOR)

This symposium broadly addresses hiring discrimination within the employment interview. The 4 papers in this session provide an examination of how and why biases—including those against applicant nationality, virtual background, and anxiety—can wreak havoc on employment interviews and how potential discrimination may be mitigated. This session has implications for research and practice.

Diverse Problems Need Diverse Voices: The Role of Diversity in Undergraduate Research (PANEL - 111797)

Sin-Ning Cindy Liu (CHAIR); Charles P.R. Scott (CHAIR); Sabrina D. Volpone (PRESENTER); Thomas Sasso (PRESENTER); Roni Reiter-Palmon (PRESENTER); Isaac E. Sabat (PRESENTER); Ismael Diaz (PRESENTER)
This panel discussion provides strategies for recruiting and mentoring a diverse team of undergraduate research assistants (RAs) in I-O psychology labs. This

increased diversity will broaden the recruitment pool for graduate I-O psychology programs, enhance research quality, and provide opportunities for undergraduate RAs to gain skills and competencies for working with diverse research teams.

New Directions for Ethics in I-O Psychology (MTUTORIAL - 111938)

Rodney L. Lowman

Do I-O psychologists' have an ethical obligation to address society's long-standing social justice concerns? This presentation will review proposed changes to the APA/SIOP's Ethics Code's Ethical Principles. It will define the purpose of ethical principles, identify the 8 proposed Principles, and consider how the proposed Social Justice principle might apply to I-O. Suitability: all levels.

A New War for Talent: Should Battle Plans Differ by Gender? (PANEL - 112244)

Ellen F. Lovell; Lauren Mutz; Emily A. Killham; Bethany Dohleman; Ken Pfligler

Employee retention is a surprising issue during the pandemic, specifically among talented women. Employee reasons to leave an organization differ by gender, and it is time to address the differences. Data show that retention of men is driven by culture, but women stay when empowered in their roles. This, and specific actions taken in panelist organizations, will impact organizations' way forward.

Clarifying the Impact of Diversity on Team Dynamics (SYMPOSIUM - 112433)

Charles P.R. Scott (CHAIR); Jessica L. Wildman (CHAIR); Adrienne Mishel Kafka (PRESENTER); C. Shawn Burke (PRESENTER); Allison Traylor (PRESENTER); Jennifer Feitosa (AUTHOR)

The link between diversity and performance is complex. This symposium provides new insights regarding how demographic diversity impacts the key processes that enable teams to achieve their goals. Leveraging differing methods, levels of analysis, and team types, this session clarifies the connection between diversity and team success.

Notorious and Never Forgotten: RBG's Impact on I-O Psychology (PANEL - 111348)

Breanna R. Timko (CHAIR); Michelle (Mikki) Hebl (PRESENTER); Richard F. Tonowski (PRESENTER);

Sabrina D. Volpone (PRESENTER); Toni S. Locklear (PRESENTER)

Ruth Bader Ginsburg ("RBG") was an unwavering advocate for abolishing discrimination, eliminating the gender pay gap, and championing equality for all. This panel brings together 4 experts who will share their thoughts on how RBG shaped employee selection processes, training and development opportunities, and other strategic workplace initiatives, particularly for women and minorities.

Stay Present: The Key to Effective DEI Training (ALTPRES - 112116)

Lindsey M. Lee (CHAIR); Greg Jenkins (PRESENTER); Jennifer Swenson (AUTHOR); Jessica Prior (AUTHOR); Stephanie Tarez (PRESENTER); Kizzy M. Parks (AUTHOR)

Mindfulness has been shown to reduce implicit bias and discriminatory behaviors. Presenters will demonstrate, through concrete training activities, how mindfulness exercises can enhance equity, diversity, and inclusion initiatives in organizations. Attendees will participate in activities and will be provided with the tools needed to incorporate the activities into their own training programs.

Cross-Boundary Competence: Streamlining Lessons From Culture and Diversity (PANEL - 111657)

Richard L. Griffith; Paula Caligiuri; Jessica L. Wildman; Danielle D. King; Jesse Caylor

The ability to navigate complex, diverse environments has been studied by a number of disciplines. Regrettably, this disparate approach may limit the understanding of this pervasive social phenomenon. The objective of this panel is to examine the commonalities across domains and develop a streamlined framework regarding how people perceive, react to, and navigate complex diverse environments.

Personnel Selection in International Context: Current and Ongoing Challenges (PANEL - 111404)

Bharati B. Belwalkar (CHAIR); Rainer H. Kurz (PRESENTER); Keisha Phillips (PRESENTER); Crystalynn J. Novotny (PRESENTER); Hennie J. Kriek (PRESENTER) In this panel discussion, 4 selection and assessment practitioners will discuss their perspectives on and approaches to designing and implementing assessments internationally and the impact of COVID-19 pandemic on international testing.

Essential Competencies for I-O Psychologists' International/Global Engagements (Special Event - 112136)

M. Gloria Gonzalez-Morales; Andrei Ion; Sharon Glazer; Anna R. Erickson; Babette Raabe; Barbara Kozusznik; Jose M. Peiro; Miriam Erez
I-O professionals are initiating, leading, and supporting global work activities, both in person and virtually. I-O professionals must be prepared for these unique work contexts (i.e., foreign, global, and virtual). An expert panel of practitioners and academics will discuss essential competencies for successfully navigating administrative, political, interpersonal, and contextual factors.

Tipping the Scales: Leveraging I-O Training to Learn and Apply Data Science (PANEL - 112202)

Semret Yibass; Bharati B. Belwalkar; Adam W. Meade; Hannah Markell-Goldstein; Jennifer P. Green; Scott Hines; Tilman Sheets
I-O professionals need to understand the approaches and skills they can learn from the field of data science in the context of background and training. In this introductory panel discussion, 5 I-O professionals experienced in various data science techniques will extensively discuss their use in I-O psychology and the key data science skills I-O practitioners need.

Demonstrating Natural Language Processing Applications for Improving Job Analysis (SYMPOSIUM - 111842)

Kimberly S. Nei; Nathan A. Hundley; Matthew R. Lemming; Juliette Lloyd; Daniel A. Schmerling; Derek L. Mracek; Nicole L. Petersen; Andrew J. Barsa; Nick C. Koenig; Dan J. Putka
The traditional methods used for validating selection solutions are often time and resource intensive. Recently, researchers have been exploring machine learning methods, such as natural language processing, for improving the efficiency or accuracy of traditional methods. This session will demonstrate actual applications for improving job analysis using natural language processing.

Functional Leadership Profiles: How, When, and Why? (PANEL - 111485)

Raphael Y. Prager (CHAIR); John J. Donovan (PRESENTER); Julie S. Zide (PRESENTER); Matthew S. Kleinman (PRESENTER); Michael Crespo (PRESENTER);

Yael Oelbaum (PRESENTER); Brian J. Rugeberg (DISCUSSANT)
HR practitioners are often faced with the question of if, when, and how to design custom functional competency models to serve as a foundation for various HR processes. In general, there is little guidance on when to use them or whether they offer any advantages over universal competency models, especially among more senior leadership ranks.

Survey Myths, Decisions, and Pitfalls, Oh My! Making Evidence-Based Survey Decisions (IGNITE - 112314)

Lauren M. Rice (CHAIR); Jennifer Diamond Acosta (PRESENTER); Haley Kuschman (CHAIR); Alec H. Munc (PRESENTER); Marina Pearce (PRESENTER); Meghan R. Lowery (PRESENTER); Nicole Herk (PRESENTER)
Employee surveys are staples in many organizations, yet practitioners must face numerous myths, decisions, and potential pitfalls throughout the survey process. From designing effective survey communications, to selecting the best survey cadence, to leveraging open-ended comments, this session addresses the complex decision-making process and how practitioners can make evidence-based decisions.

Diversity of Cognitive Approaches to Understanding the Gender Gap in Leadership (SYMPOSIUM - 111470)

Kelsey E. Medeiros (PRESENTER); Beth A. Livingston (AUTHOR); Vanessa A. Burke (CHAIR); Jeffrey B. Lovelace (AUTHOR); Jes Matsick (AUTHOR); Terri Frasca (PRESENTER); Linnea Ng (PRESENTER); Isabel Maria Bilotta (AUTHOR); Shannon Cheng (AUTHOR); Cathleen Clerkin (AUTHOR); Abigail R. Corrington (AUTHOR); Alicia A. Grandey (CHAIR); Michelle (Mikki) Hebl (AUTHOR); Eden B. King (AUTHOR)
The underrepresentation of women in leadership continues to be a critical issue in organizational sciences. Authors present new theorizing and evidence testing assumptions about the gender gap in leadership, with attention to both the internalized beliefs and external social judgements, from early leader emergence through later leader performance.

Research Incubator: Linking C-Suite Personality/Behavior to Firm-Level Metrics (ALTPRES - 112086)

Matthew R. Lemming (CHAIR); Jessica M. Walker (CHAIR); Andrew B. Blake (PRESENTER); Stephen Good (PRESENTER)

C-suite success is measured by a company's financial performance. Using a research incubator format, authors present work linking CEO personality to firm financial metrics and share challenges faced when building our dataset and generating models used for analyses. They then break into groups to collaborate and discuss future research ideas using leader personality data linked to firm performance.

Thirty Years of the ADA: Current State and Way Forward (ALTPRES - 110189)

Silvia Bonaccio (CHAIR); David C. Baldrige (PRESENTER); Sandra L. Fisher (CHAIR); Megan Chandler (PRESENTER); Ann Marie Ryan (PRESENTER); Cheryl L. Davis (PRESENTER); Daniel Samosh (PRESENTER); Mukta Kulkarni (PRESENTER); Susan D'Mello (PRESENTER)

Sponsored by the DIAC committee, this session brings together 7 scientists and practitioners to discuss disability employment and inclusion since the Americans with Disabilities Act of 1990. Panelists will discuss how I-O psychologists can identify and remove barriers to inclusion of people with disabilities and make recommendations for future global disability initiatives and legislation.

Appropriateness of Selection Testing Accommodations (SYMPOSIUM - 111619)

Wendy Darr; Emma Vreeker-Williamson; Shawna Goodrich; Zhigang Wang; Irene Zhang; Rosaria Furlano; Joseph Berry; Sharmili Jong; Katherine Gibbard; Damian Canagasuriam; Melissa Pike; Peter Hausdorf; Jordan Ho; Yannick Provencher

The provision of accommodations in selection and testing contexts is one of many strategies aimed at improving workforce diversity. However, there remains a need to support the appropriateness of such accommodations. This symposium showcases, at the intermediate level, 4 studies that gather evidence on selection testing accommodations (e.g., extended time, calculators, dictionaries).

Raising the Bar: Paving the Way for Using AI in Selection Legally and Ethically (PANEL - 112548)

Chantale Wilson Antonik; Noelle B. Frantz; Dennis Doverspike; Mark Girouard; Sarah Haidar; Rachel T. King; Kimberly T. Silva

This session examines the state of legal and regulatory standards for using AI in selection and how AI has been used to progress and obstruct diversity and inclusion initiatives and the candidate experience in the hiring process. This includes how I-Os can set norms for using AI in a legally compliant and ethical manner that can translate to updating standards such as the Uniform Guidelines.

Using Computer-Assisted Text Analysis (CATA) in Personnel Selection (SYMPOSIUM - 111782)

Emily D. Campion (CHAIR); Paul R. Bernthal (AUTHOR); Kimberly T. Silva (PRESENTER); James F. Johnson (PRESENTER); Amanda Mouton (AUTHOR); Andrew Deregla (AUTHOR); Sophie Romay (PRESENTER); Bobbie A. Dirr (PRESENTER); Georgi P. Yankov (PRESENTER); Andrew Speer (AUTHOR); Xiaowen Chen (AUTHOR); Michael A. Campion (DISCUSSANT)

CATA is a major trend in I-O research and practice due to new software and abundant uses. Of great interest is its use in personnel selection and how it can add to the ability to capture candidate KSAOs and predict selection criteria. In this symposium, presenters describe cutting-edge research using this method and how it can improve organizational selection systems.

Critical Topics in the Application of AI/ML/DL to Personnel Selection (ALTPRES - 111961)

Donald E. Lustenberger (CHAIR); Greg Haudek (PRESENTER); Isaac Benjamin Thompson (PRESENTER); Jane Wu (PRESENTER); Joshua P. Liff (PRESENTER)

How are practitioners who leverage data science for selection tackling complex psychometric/validation issues? In this hybrid-format, intermediate-level session, panelists will present work on and discuss reliability, validity, training/test sample composition, subgroup differences, bias, and criteria of AI/ML/DL-based models. Send advance questions for panelists to DLustenberger@dciconsult.com.

When Culture Counts: Multilevel Insights Into the Global Workforce (PANEL - 110276)

Marc Cubrich (CHAIR); Joelle D. Elicker (CHAIR); Miriam Erez (PRESENTER); Paul J. Hanges (PRESENTER); Piers Steel (PRESENTER); Mary Sully de Luque (PRESENTER); Catalina Flores (CHAIR)

The study of cultural values offers both researchers and practitioners a lens to understand the

increasingly organization. Although culture can be considered a property of national collectives, individual cultural values reside within and are exhibited by individuals. The goal of this panel is to bring together experts to discuss cultural values, with particular emphasis on the level of analysis.

Data, Analysis, and Action: Novel and Emerging Practices in D&I Efforts in Organizations (PANEL - 111776)

Andrew J. Lutz (CHAIR); Juliet Aiken (PRESENTER); Kennon C. Kasischke (PRESENTER); Michael Schwendeman (PRESENTER); Vivian A. Woo (PRESENTER)

This session will present guidance to those performing work related to diversity and inclusion in organizations. This session will entail a discussion of novel and/or especially impactful practices for using people data to bolster diversity and inclusion in organizations. A panel of practitioners will discuss their diversity and inclusion related work to illustrate said best practices.

Machine Learning and Selection: Accessible Foundations for I-Os (IGNITE - 112623)

Alison E. Carr (CHAIR); Fred Oswald (PRESENTER); Josh W. Allen (PRESENTER); Nick C. Koenig (PRESENTER); Adam S. Forman (PRESENTER); Adam T. Myer (PRESENTER); Chantale Wilson Antonik (AUTHOR); Noelle B. Frantz (PRESENTER); Rachel T. King (AUTHOR)

Increasingly often I-O practitioners are being approached by stakeholders about machine learning or asked to vet assessment vendors who use machine learning in their solutions. This session offers accessible foundations, legal developments, and best practice recommendations on a topic that can be intimidating.

Extending the Study of Within-Person Affect: Theoretical and Methodological Advances (SYMPOSIUM - 111733)

John Aitken; Roman Prem; Vera Mariko Schweitzer; Charles C. Calderwood; Young Eun Lee; Nikos Dimotakis; Joel Koopman; Bennett J. Tepper; Tanya Mitropoulos; Sherry (Qiang) Fu; Ze Zhu; Seth A. Kaplan; Reeshad S. Dalal; Wladislaw Rivkin; Stefan Diestel; Fabiola Gerpott; Jana Kuehnel

This symposium will include 4 papers on the nature and correlates of within-person affect. Each paper

includes an innovative methodological aspect, meant to further understanding of the derivation, functioning, and consequences of workplace mood and emotion. Specific topics include just-in-time adaptive interventions (JITAs), micro-interventions, and multilevel response surface methodology.

Dissecting the Dynamics of Team, Multiteam, and Organizational Systems (SYMPOSIUM - 111763)

Steve W. J. Kozlowski (CHAIR); Fan Bu (AUTHOR); Georgia T. Chao (CHAIR); Margaret M. Luciano (PRESENTER); Semin Park (AUTHOR); John E. Mathieu (AUTHOR); Virgil Fenters (AUTHOR); Gregory A. Ruark (CHAIR); James A. Grand (PRESENTER); Michael T. Braun (AUTHOR); Goran Kuljanin (PRESENTER); Raquel Asencio (PRESENTER); Alexander Volfovsky (AUTHOR); James Moody (AUTHOR); Liann Tucker (AUTHOR)

Organizations have been viewed as dynamic systems composed of individuals and teams since the 1930s, but most research has not examined those dynamics. This symposium highlights 4 innovative projects that use sophisticated approaches to dissect the process dynamics driving team and multiteam system phenomena. An interactive discussion will be facilitated following the presentations.

Competency and Skill Gap Analysis: A Best Practice Incubator (ALTPRES - 112157)

Philip T. Walmsley (CHAIR); Hanna K. Pillion (PRESENTER); Robert F. Calderon (PRESENTER); Tim McGonigle (PRESENTER); Peter W. Seely (AUTHOR); Alix Autrey (PRESENTER); Kathleen A. Stewart (AUTHOR); Kyle Zachary Dobson (AUTHOR); Dana M. Grambow (AUTHOR); Daniel McDonald (AUTHOR); Nichole Zimmerman (PRESENTER)

Practitioners representing 6 organizations will present approaches for conducting competency/skill gap analysis, centered around 4 questions: (a) What was the research question? (b) What was measured? (c) How was it measured? and (d) How were results organized? A panel discussion will follow the presentations to identify core themes, discuss lessons learned, and address crowdsourced questions.

Improving Engagement and Reducing Burnout (PANEL - 111820)

Michaela Fisher; Anuradha Phase; Kimberly Acree Adams; Theodore L. Hayes; Kristen Jennings Black; Rachel Kennell

This session will present research and practical implications regarding the impact of the new working world on engagement, burnout, and employee well-being. Recommendations for improving engagement and reducing burnout, whereas maintaining performance will be discussed by a panel of experts. Considerations will include resources, navigating remote work, and healthier conceptualizations of stress.

Nudges in the Wild: Lessons From the Field and Visions for the Future (PANEL - 111477)

Jared Weintraub; Cintya Caribay Garcia Marquez; David B. Mendelsohn; Jeffrey A. Jolton; Jordan Birnbaum; Rachel C. Callan; Rick H. Pollak

This session will be a discussion around the future of "nudges" in the workplace. A panel of expert practitioners will discuss the utilization of nudges in the workplace and how they envision their future use. Topics will include the current state of nudges in the workplace, their strengths and limitations, ethical considerations, and ideas for future innovation.

Finding Its Niche: Exploring Applications of the Pulse Survey Method (SYMPOSIUM - 112335)

Benjamin P. Granger; Daniel L. Bonilla; Shelby Grant; Katie Kirkpatrick-Husk; Kyle Lundby

Pulse surveys have emerged as one of the most commonly applied employee listening mechanisms in organizations today. This symposium brings together practitioners who have implemented and researched various approaches to conducting pulse surveys in large organizations. This session will be most applicable to practitioners familiar with the implementation of organizational surveys.

Selection Strategies to Hire Safe Workers and Improve Workplace Safety (PANEL - 112077)

Michael Boudreaux (CHAIR); Maria Victoria Zapata Guerrero (PRESENTER); Mark H. Strong (PRESENTER); Stephen Nichols (PRESENTER)

Workplace safety is a critical, multilevel issue. Much of the past research on occupational safety has focused on environmental factors to promote safer workplaces. More recent research focused on individual factors has shown that personal characteristics can be used to identify people likely to cause accidents, hire safer employees, and build large-scale training programs.

Imprisoned by Stigma: The Selection of Previously Incarcerated Individuals (SYMPOSIUM - 111628)

Elizabeth D. Jenkins (CHAIR); theresa hernandez (CHAIR); Mindy E. Bergman (CHAIR); Felix George (AUTHOR); Emma Edoga (AUTHOR); Emily Flynt (AUTHOR); Adriane M.F. Sanders (PRESENTER); Emily Pica (AUTHOR); Ann Marie Ryan (DISCUSSANT)
Given systemic barriers to employment and education for ex-offenders, especially minoritized individuals, it is important to understand how incarceration history and demographics intersect during the selection process post-release. This symposium expands our field's understanding of these experiences through the presentation of novel research, which can be used by researchers and practitioners.

The Evolution of 360s and Practical Recommendations for Today (SYMPOSIUM - 111963)

Ryne A. Sherman; Peter Berry; Sathi Banerjee; Suman Lam; Esther Monica Bongenaar; Brett W. Guidry; Breanna Paynter; Michael D. Tuller; Allan H. Church; Robert B. Kaiser; Roza Jankovic

Over the past 30 years, the psychometric foundations of 360 assessments have evolved and a wealth of experience on best practices in 360 assessments has been accumulated. In this session, 4 experts, 2 from large multinational organizations and 2 from major 360 consulting firms, share their knowledge, experiences, and views on changing trends on the use of 360 assessments in applied settings.

The Ever-Evolving Testing Industry: Advancements and Trends (PANEL - 112192)

Kelly D. Dages (CHAIR); Alex Casillas (PRESENTER); Amie L. Mansfield (PRESENTER); Brandon Ferrell (PRESENTER); Gary Behrens (PRESENTER); Ryne A. Sherman (PRESENTER)

This session examines trends in the testing industry (technology, AI, data privacy, diversity & inclusion), how the industry is innovating and adapting, and opportunities for research. The panel includes testing industry leaders from the Association of Test Publishers discussing industry shifts in assessment methods, trends that will shape the industry, and implications for I-O professionals.

Assessment Innovation, Fairness, and Diversity: Challenges and Opportunities (PANEL - 111406)

John A. Weiner (CHAIR); Wayne J. Camara (PRESENTER); Nancy T. Tippins (PRESENTER)
 This session focuses on emerging assessment technologies and considerations for fairness and diversity. As technology assumes a central role in the design, delivery and use of assessments, measurement concerns remain. A panel of employment, credentialing, and higher education testing experts will discuss examples of assessment innovations, fairness issues, and opportunities to enhance diversity.

Assessment-Based Leadership Development Programs: The State of the Art (and Science) (SYMPOSIUM - 111833)

Andrea Valentine; Robert E. Lewis; Kyle D. McNeal; John Fernandez; Brett W. Guidry; Kimberly Happich; Elliott C. Larson; Harold W. Goldstein; Ken Yusko; Sandra Hartog
 Presenters will discuss cutting-edge assessment-based leadership development programs (LDPs) crafted by premier organizations including Pepsico, Merck, BTS, and Johnson & Johnson. In-depth descriptions of the LDPs will be provided, including specific assessment components, delivery systems, development solutions, and data-based studies assessing the impact and effectiveness of these programs.

Rage Against Bias: Examining Human–Algorithm Interactions in Talent Decisions (PANEL - 111494)

Joshua P. Liff (CHAIR); Suzanne Iris Brink (PRESENTER); Gema Ruiz de Huydobro (CHAIR); Annemarie Hiemstra (PRESENTER); Markus Langer (PRESENTER); Mac S. Quartarone (PRESENTER); Julia Levashina (PRESENTER); Christopher J. Hartwell (PRESENTER); Betsir G. Zemen (PRESENTER)
 This panel will explore the extent to which artificial intelligence can help or hinder human-centric talent decisions. Recent social movements such as BLM present the opportunity for more fundamental changes in society and organizations toward diversity, inclusion, and equity. Academic and practitioner panelists will present work and discuss questions on this crucial topic.

Disrupting Traditional Leadership Assessment: Practical Approaches for Today's Leader (PANEL - 111495)

Crystalynn J. Novotny (PRESENTER); Tim Carey (PRESENTER); Gabriela I. Burlacu (CHAIR); Ann Beacom (PRESENTER); Robert E. Lewis (PRESENTER); Mark Alan Smith (PRESENTER)
 How can I-Os optimize the use of scientifically created leadership assessment tools in today's changing and complex workplace? Five practitioners discuss innovative approaches to addressing practical challenges with assessing leaders in a changing world of work.

Taking Stock and Looking Forward: The Future of Leadership Assessment and Development (PANEL - 112273)

Franziska Leutner (CHAIR); Sonia Cristina Codreanu (CHAIR); Sharon Ann Sands (PRESENTER); Lara Menke (PRESENTER); Stephanie J. Sands (PRESENTER); Becky Hogan (PRESENTER)
 This session will discuss the opportunities and challenges related to using innovative formats (e.g., game-based assessments, video interviews, job simulations) in leadership assessment and development, and will incorporate both research and practitioner perspectives. Topics will include the validity of innovative leadership assessment, potential use cases, and where the field is headed next.

Best Practices and Emerging Technology to Address Algorithmic and Assessment Biases (MTUTORIAL - 111622)

Isaac Benjamin Thompson; Scott K. Burtnick; Jeffrey M. Cucina; Kevin A. Byle
 Experts in machine learning, personnel selection, and statistics review best practices for identifying and diagnosing group differences and predictive bias in traditional personnel selection instruments, how those techniques can be applied to the emerging frontier of artificial intelligence (AI), and novel AI methods for dealing with bias.

Work Environment and Individual Characteristic Interaction Effects on Work Outcomes (SYMPOSIUM - 112146)

Jeff W. Johnson (CHAIR); Shane Sizemore (AUTHOR); Susannah Leigh Ivory (PRESENTER); Melanie K. Prengler (PRESENTER); Robert P. Tett (PRESENTER); Benjamin Schneider (DISCUSSANT); Rustin D. Meyer (AUTHOR); Murray R. Barrick (AUTHOR); Young Eun Lee (AUTHOR); Neil Christiansen (AUTHOR); Dan V. Simonet (AUTHOR); Margaret Judith Toich (AUTHOR)

The existence of the work environment is usually ignored or explained away in organizational research, limiting the scientific and practical impact of our research. This symposium presents research examining how the work environment interacts with individual characteristics (personality, experience, psychological needs) to predict outcomes such as job performance, job satisfaction, and motivation.

Good Cop/Bad Cop: A Deep Dive Into Police Officer Personality (SYMPOSIUM - 111505)

Rebecca Harmata (CHAIR); Ryne A. Sherman (CHAIR); Chase Winterberg (PRESENTER); Sean McKinley (PRESENTER); Dennis Doverspike (DISCUSSANT); Edelyn Verona (AUTHOR); Brandon Kang (AUTHOR)
Public awareness of police deviance and associated societal costs have driven a rethinking of what makes a police officer capable of doing their job well. Authors bring together 3 studies that examine the role of the police personality in public opinions about police, performance under pressure, and performance more generally. Implications for future research and practice will be discussed.

Tackling the Challenges in Developing AI-Driven Selection Tools (PANEL - 112570)

Weiwei Liu (CHAIR); Evan R. Theys (CHAIR); Joseph D. Abraham (PRESENTER); Matthew Neale (PRESENTER); Richard N. Landers (PRESENTER)
Few I-Os have formal training in artificial intelligence (AI) or machine learning (ML), yet some have been utilizing AI/ML in developing personnel selection tools. This session will address challenges that I-Os face in developing AI-based selection tools. It will provide advice to I-Os to support them in finding resources, thinking about strategies, and working with multidisciplinary teams.

Mastering I-O Psychology: Training Issues for Master's Level I-O Psychologists (PANEL - 110252)

Elizabeth L. Shoenfelt (CHAIR); Nancy J. Stone (PRESENTER); Timothy J. Huelsman (PRESENTER); Janet L. Kottke (PRESENTER); Daniel Sachau (PRESENTER); Kimberly T. Schneider (PRESENTER); Michael B. Hein (PRESENTER)
Faculty at top I-O master's programs discuss best practices for master's training. Topics include the application process, curriculum delivery based on SIOP Guideline competencies, implementing applied experiences, thesis pros/cons, issues faced by

master's faculty, and developing an on-campus consulting center. Q&A addresses COVID adaptations, academic quality, and graduates' job preparedness.

Networking at SIOP 101: Understanding the Basics (ALTPRES - 111885)

Robert Louis Simmons (CHAIR); Christopher Cancialosi (PRESENTER); Cynthia Cerrentano (PRESENTER); Debora D. Mitchell (PRESENTER); Jade L. Peters-Votava (PRESENTER)
Bring your business cards! This alternative session blends panel and roundtable formats to teach and engage first-time SIOP attendees, students, and those early in their career on the introductory practices of social networking. The session begins with a presentation on the fundamentals of networking and concludes with a panelist-led interactive session to network with the audience.

Nonprofessional and Unimportant? Making I-O Psychology Research Inclusive of All Work (PANEL - 111708)

Melissa G. Keith (CHAIR); Mindy E. Bergman (PRESENTER); Marie Childers (CHAIR); Deepshikha Chatterjee (PRESENTER); Prithviraj Chattopadhyay (PRESENTER); Mindy K. Shoss (PRESENTER)
Academic research in industrial-organizational psychology has shown a distinct bias towards high-paying, salaried, white-collar jobs while underrepresenting those in blue-collar, wage, non-traditional, and low-skill jobs. The purpose of this panel is to discuss the reasons for this bias and steps researchers can take to explore these underrepresented populations.

Climbing the Ladder: New Strategies for Overcoming Barriers Faced by Women in STEM (SYMPOSIUM - 111684)

David F. Arena (CHAIR); Caryn J. Block (AUTHOR); Oyin Sodiya (CHAIR); Mateo Cruz (PRESENTER); Amanda Mosier (PRESENTER); Evava S. Pietri (AUTHOR); Shiva Taghavi (PRESENTER); Karren Knowlton (PRESENTER); Shira Mor (AUTHOR)
Despite a societal move toward increased gender inclusivity in the corporate world, women in STEM fields face ever-present barriers. Accordingly, this symposium presents novel perspectives and insight into how women can overcome and rise above these obstacles that may be faced in STEM and male-dominated fields.

Unique Applications of Workplace Nudges (PANEL - 112628)

Diana Banks; Madison W. Beard; Michael Litano; Victoria P. Mattingly; Samantha A. Nesnidol; Thomas S. Skiba

This panel will present internal and external I-O practitioner perspectives on the use of "nudges"—targeted, yet subtle interventions meant to drive better decision making and positive behavior change—in the workplace. The panel will define nudges, debate whether nudges are a new method or simply a new term and discuss their organizations' nudge efforts and key learnings.

Big Data Systems With R (MTUTORIAL - 111530)

Jeff A. Jones (PRESENTER); Ben Wiseman (PRESENTER); Steven Nydick (PRESENTER)

Beginners to R are often intimidated by various ways to analyze data. Three popular workflows include base R, data.table, and the tidyverse, each with different syntax. This tutorial session will explain how each system works and the corresponding benefits/drawbacks when analyzing big data. Bring your laptop for this interactive session (download session materials here: <https://bit.ly/32ag86B>).

Theoretical and Empirical Advances in Job-Stress Recovery Research (SYMPOSIUM - 112436)

Lucille S. Headrick (CHAIR); Johannes Wendsche (AUTHOR); YoungAh Park (CHAIR); Juergen Wegge (AUTHOR); Charlotte Fritz (DISCUSSANT); Molly Eleanor Minnen (PRESENTER); Oliver Weigelt (PRESENTER); Verena C. Haun (PRESENTER); Charles C. Calderwood (AUTHOR); Katja Siestrup (AUTHOR); Jana Kuehnel (AUTHOR); Tina Karabinski (AUTHOR); Annika Nubold (AUTHOR)

Scholars have well-documented the benefits of recovery from job stress for employees and employers. This symposium highlights current research aimed at moving beyond the benefits of recovery, to understanding (a) the factors that may predict employee recovery at work (supervisor recovery), (b) the pattern of recovery from weekend to workweek, and (c) beneficial interventions that promote recovery.

The I-O Psychology of Gig Work: Drivers of Workers' Outcomes and Well-Being (SYMPOSIUM - 111886)

M. Gloria Gonzalez-Morales (CHAIR); Rebecca J. Bennett (PRESENTER); Alyssa Birnbaum (PRESENTER);

Steve M. Jex (AUTHOR); Emily David (PRESENTER); Lars U. Johnson (AUTHOR); Sara J. Perry (AUTHOR); Stephen W. Gilliland (AUTHOR); Emily Isabel Zavala (PRESENTER); Megan Benzing (AUTHOR); Chloe Darlington (AUTHOR); Ellie Paulson (AUTHOR); Alice M. Brawley Newlin (PRESENTER); Heather N. Odle-Dusseau (AUTHOR); Jamie Striler (PRESENTER); Reka Anna Lassu (AUTHOR)

This symposium focuses on conceptual and theoretical developments and empirical research in I-O psychology to advance our understanding of gig work in terms of risks and drivers of worker outcomes, well-being, health, and safety. The 5 papers presented provide an overview of current research and theoretical models and approaches to improve the working conditions in this growing economic sector.

Sleep and Work: Exploring Sleep Characteristics, Antecedents, and Outcomes at Work (SYMPOSIUM - 112039)

Claire Burnett (CHAIR); Rohan Crawley (AUTHOR); Keaton A. Fletcher (CHAIR); Michael Dretsch (AUTHOR); Larissa K. Barber (DISCUSSANT); J. Jeffrey Gish (AUTHOR); Leslie B. Hammer (AUTHOR); Alexandra Henderson (AUTHOR); Kristin A. Horan (AUTHOR); Cynthia D Mohr (AUTHOR); Jiwoon Ryu (AUTHOR); Steven Shea (AUTHOR); Regan M. Stevenson (AUTHOR); Riki Takeuchi (AUTHOR); Olivier Dorian Boncoeur (PRESENTER); Tori L. Crain (PRESENTER); Jenna Beltramo (PRESENTER); Cristiano Guarana (PRESENTER); Shalene Allen (AUTHOR); Todd Bodner (AUTHOR); Krista Brockwood (AUTHOR); Rebecca Marie Brossoit (AUTHOR)

Sleep and its ties to workplaces outcomes still has numerous gaps that warrant further investigation. The 4 presentations in this symposium cultivate a deeper understanding of sleep as it relates to work by detailing a wide sampling of approaches—both theoretical and methodological. Results presented in this symposium may help spark novel and integrated approaches for workplace sleep research.

Personality in the Workplace: How Much Does the Situation Matter? (SYMPOSIUM - 112215)

Rachel M. Saef (CHAIR); Sang Eun Woo (CHAIR); Andrew B. Blake (PRESENTER); Joeri Hofmans (PRESENTER); Loes Abrahams (PRESENTER); Edina Doci (AUTHOR); Filip De Fruyt (AUTHOR); John Rauthmann (AUTHOR); Nathan A. Hundley (AUTHOR);

Ryne A. Sherman (AUTHOR); Timothy A. Judge (AUTHOR)

Four studies uniquely illustrate how methodological and theoretical advances in situations research can be leveraged to advance our understanding of the role of personality in predicting individuals' functioning in the workplace.

Understanding What, When, Why, and How to Begin Using Computational Models (PANEL - 111520)

Michael T. Braun; Jeffrey Olenick; Goran Kuljanin; James A. Grand; Justin M. Weinhardt; Le (Betty) Zhou; Steve W. J. Kozlowski

Computational modeling is a technique capable of generating dynamic theory and conducting virtual experiments to understand organizational dynamics. This session focuses on how to get started using computational models in research. Topics include the purpose of computational modeling, choosing a modeling technique, computer coding, useful resources, and how to begin to model phenomena of interest.

Toolkits for Physiological Measurement, Behavioral Coding, and Computational Modeling (ALTPRES - 111597)

Lillian T. Eby; Hayley M. Trainer; Lauren Moran; Kimberly A. French; Tori L. Crain; Rebecca Marie Brossoit; Shalyn Stevens; Jordyn Jan Leslie; Melissa M. Robertson; David B. Fecteau; James A. Grand
Innovative research methods are often intimidating to new users due to technological barriers to entry. In this session, presenters provide "beginner's guide" toolkits for using physiological measurement, behavioral coding, and computational modeling to study organizational phenomena. Each toolkit will involve a recorded demonstration and additional resources for getting started.

EB Igniting SIOP's Top Ten Workplace Trends With I-O Thought Leaders (Special Event - 112933)

Amanda Woller; Caitlin A. Demsky; Kelly A. Cave; Shalyn Stevens; Benjamin E. Baran; Douglas H. Reynolds; Ellen E. Kossek; Kisha S. Jones; Kizzy M. Parks; Kristen M. Shockley; Kurt Kraiger; Mahima Saxena; Steve W. J. Kozlowski; Tammy D. Allen
Ten panelists consisting of SIOP's leaders and experts will bring the SIOP 2021 Top Ten Trends list to life in this high energy IGNITE session. The session will focus on what we know, what we do not know, and where

we should be heading for I-O psychology to be at the forefront of workplace issues and be seen as a trusted authority as it relates to these trends.

Messy Validation VI: What Would You Do If...? (ALTPRES - 110270)

Brett M. Wells (CHAIR); Kristina R. Barr (CHAIR); Anthony S. Boyce (PRESENTER); Christopher J. L. Cunningham (PRESENTER); Dara Drescher (PRESENTER); David B. Schmidt (PRESENTER); Steven Jarrett (PRESENTER)

This session brings together experienced I-O practitioners to explore how they would overcome unexpected situations when validating, implementing, and maintaining assessment solutions. Participants will discuss in small groups how they might deal with various situations and will also hear expert panelists' insights.

Training and Self-Regulation: Advances in the Field (SYMPOSIUM - 112383)

Matthew David Hanson (PRESENTER); Jason G. Randall (AUTHOR); Jay H. Hardy (PRESENTER); Eric A. Day (AUTHOR); Jonathan Huck (AUTHOR); Meghan Kathleen Davenport (PRESENTER); Margaret E. Beier (AUTHOR); Shu Wang (AUTHOR); Ashley Rittmayer Hanks (AUTHOR); Amy E. Crook (AUTHOR); Gillian B. Yeo (DISCUSSANT)

This symposium provides an intermediate level coverage of some advances that have recently been made in the field of training and self-regulation. Data from experimental studies, intervention studies, and employee surveys are presented to demonstrate the benefits of these advancements for research and practice. Authors aim to inform organizational best-practices and active and future research.

Trial and Error: Processes and Predictors of Training Transfer (SYMPOSIUM - 111789)

Jeffrey Olenick (CHAIR); Kristina N. Bauer (CHAIR); Tiffany M. Bisbey (PRESENTER); Sarah Jackson (PRESENTER); James Kemp Ellington (AUTHOR); J. Kevin Ford (DISCUSSANT); Eduardo Salas (AUTHOR); Eric A. Surface (AUTHOR); Diane Swick (AUTHOR); Allison Traylor (AUTHOR)

Despite 100 years of research, the study of transfer has been limited to cross-sectional, or very short duration, designs. This has hindered progress of transfer research both theoretically and empirically. This symposium advances research by proposing new

process-oriented transfer theory, as well as computationally and empirically modeling the implications of such theories over time.

Reframing Reskilling: Diverse Perspectives on Effective Reskilling Initiatives (SYMPOSIUM - 111732)

Sibley Lyndgaard; Meghan Kathleen Davenport; Margaret E. Beier; Chelsi F. Campbell; Muriel G. Clauson; Young-Jae Kim; Ruth Kanfer
Research on workforce reskilling has grown rapidly in recent years; however, current interventions tend to lack intersectionality. This symposium presents perspectives that (a) show how individual differences influence the efficacy of reskilling interventions and (b) address this issue from multiple levels of analysis (i.e., individual and organizational).

Are We There Yet?: Closing the Research–Practice Gap in Work–Family (ALTPRES - 111929)

Drake Van Egdom (CHAIR); Jacquelyn M. Brady (PRESENTER); Christiane Spitzmueller (CHAIR); Jenna-Lyn R. Roman (PRESENTER); Matt Piszczek (PRESENTER); Michaela Fisher (PRESENTER); Patricia E. Grabarek (PRESENTER); Vanessa A. Gaskins (PRESENTER)

This alternative session serves as a forum for researchers and practitioners to discuss how to close the research–practice gap in the area of work–family. Researchers and practitioners coleading small group discussions with audience members on several topics critical for closing the research–practice gap, including work–family policy, theory, supervisor interventions, and SIOP committees.

Careers in Occupational Testing IGNITE!—How We Got to Where We Are (IGNITE - 112428)

Kimberly Acree Adams (CHAIR); Alexander Alonso (PRESENTER); Liberty J. Munson (PRESENTER); Lorin M. Mueller (PRESENTER); Alexa J. Doerr (PRESENTER); Mark Alan Smith (PRESENTER)

Is your perception of a career in testing “nerdy and boring”? Well, you’re half right. A panel of 6 I-O psychologists who have carved out distinct paths through the testing industry will share their career journey stories through this fast paced Ignite session.

Got My Degree, Now What?: Lessons Learned From New Practitioners (PANEL - 112162)

Thuy Hoang Truong (CHAIR); Angelica Garza (PRESENTER); Caitlin Meyer (PRESENTER); Kimberly Braddock (PRESENTER); Mary Katherine Lamir (PRESENTER); Peter W. Seely (PRESENTER)
New I-O psychology practitioners tend to experience challenges with transitioning from an academic to applied work setting. This panel will discuss how practitioners in their early career can best acclimate to their environment and apply evidence-based solutions to complex issues. Panelists will discuss challenges, lessons learned, and advice on applying classroom knowledge to their client work.

Funding Your Way: The NSF GRFP and Graduate Student Fellowships (MTUTORIAL - 111795)

Julie V. Dinh (PRESENTER)
Each year, graduate students nationwide compete for prestigious and highly selective fellowships. This alternative session workshop introduces faculty and students to a number of available funding sources, with a particular focus on the NSF GRFP. It begins with an informational session, involves interactive brainstorming exercises, reviews writing strategies, and shares useful tools and resources.

The Age of Agility: Building Learning Agile Leaders and Organizations (ALTPRES - 111765)

Veronica S. Harvey (CHAIR); Paul R. Yost (PRESENTER); Guangrong Dai (PRESENTER); Kenneth P. De Meuse (CHAIR); David B. Peterson (PRESENTER); Jessie Leisten (PRESENTER); Christine Corbet Boyce (PRESENTER); Kim E. Ruyle (PRESENTER); Andy Lee (PRESENTER); Robert McKenna (PRESENTER); Laura L. Heaton (PRESENTER); Seymour Adler (PRESENTER); Frederik Anseel (PRESENTER); Cindy McCauley (PRESENTER)

The challenges of 2020 have highlighted the need for leaders to be highly agile and adaptable. As a result, the relevance of learning agility is even more pronounced. In this highly engaging session, 14 global experts will be interviewed on the innovative and practical approaches being used to build learning agile leaders through selection, development, and organizational support.

Leadership in Times of Crisis: Discoveries, Reflections, and Lessons for the Future (PANEL - 111794)

Matthew P. Crayne (CHAIR); Julie V. Dinh (PRESENTER); Benjamin E. Baran (PRESENTER);

Marissa L. Shuffler (PRESENTER); Trevor Coppins (PRESENTER)

This session will explore the theoretical, empirical, and practical lessons that can be learned by studying leadership under crisis conditions. Topics will include leader sensemaking, leader error, personality and style, and leadership development. The session's objective is to explore how leadership during crisis varies from normative conditions and how that can inform both research and practice.

What's New With the CIP Model of Leadership? Novel Advancements and Applications (PANEL - 112247)

Jennifer A. Griffith (PRESENTER); Samuel T. Hunter (CHAIR); Ginamarie Ligon (PRESENTER); Jeffrey B. Lovelace (CHAIR); Michael D. Mumford (PRESENTER); Kayla N. Walters (CHAIR); Logan L. Watts (PRESENTER); Johanna Johnson Lascano (PRESENTER)

This session brings together researchers and practitioners to discuss advances in the charismatic (or change oriented), ideological, and pragmatic (CIP) model of leadership, which is built on the notion that there are multiple pathways to leader success. Discussion will be targeted to a wide audience, with topics including recent research, novel applications, and the model's utility in practice.

Innovative Approaches to Drive a Feedback and Coaching Culture (PANEL - 112473)

Maya Garza; Rose A. Mueller-Hanson; Brodie Gregory Riordan; Jason Dahling; Elizabeth M. Lentz

Whether to transform performance management or to meet the management needs of the current generation, feedback and coaching are critical to organizational success. In this session, participants will hear several diverse perspectives on innovative ways to establish a feedback/coaching culture in a pandemic reality.

Novel Approaches to Organizational Feedback (PANEL - 112411)

Ketaki Sodhi; Mara L. Hesley; Paul E. Levy; Anuradha Ramesh; Brodie Gregory Riordan; Lauren Bidwell; Stephen F. Young

Uncertainty is rising as organizations are growing in complexity and roles are becoming more flexible. Feedback can reduce uncertainty and promote development; however, evidence suggests traditional feedback approaches are often unsuccessful in

today's dynamic organizations. This panel assembles experts to discuss novel feedback approaches that have been successfully enacted in organizations.

Feedback Is All Around Us: Come On and Let It Show! (PANEL - 112292)

Brodie Gregory Riordan (DISCUSSANT); Andrea Veech (PRESENTER); Chris James Morgan (PRESENTER); David W. Bracken (PRESENTER); Elizabeth S. Pears (PRESENTER)

The purpose of this panel is to share new ideas and engage the audience on how to think about feedback in different parts of our work lives. including the interaction between individuals and the feedback environment, the role of manager/employee dynamics in coaching relationships, and the impact of individual differences and nuances in delivery on how feedback is perceived.

Pay Me What You Owe Me: Exploring A Multidisciplinary Approach to Pay Equity (PANEL - 112462)

Laura Kay McAliley; David Cohen; Christopher T. Sanders; Amy DuVernet; Gail Greenfield; Ariane Hegewisch; Kecia M. Thomas

In this session, practitioners and researchers (from both the public and private sector) will share their experiences working in the field of pay equity. Topics will include best practices and advice for those supporting the field of pay equity in both applied and research settings, as well as for those who may be currently navigating pay inequity.

Crawl, Walk, Run: Experiences Along the Journey Toward Predictive People Analytics (PANEL - 112371)

Rena L. Rasch; Chris L. Lovato; Alexis A. Fink; Dave A. Mayers; Sheri L. Feinzig

Only 1 in 5 people analytics team leaders reports using predictive modeling. Four panelists who are at different points along their journey towards predictive people analytics will share their experiences on obstacles related to talent, technology, data privacy, legal issues, and adoption. Audience members will take away challenges and resolutions to aid their own journey.

Doing What the Robots Can't: The Role of (Human) I-Os in AI Assessment (PANEL - 112412)

James C. Meaden (CHAIR); Kristin M. Delgado (PRESENTER); Cavan J. Gray (PRESENTER); Melissa S. Sharpe (PRESENTER); Laura N. Johnson (PRESENTER)
The adoption of artificial intelligence (AI) by assessment developers may offer opportunities for innovation. However, the lack of training in AI in I-O graduate programs leaves some practitioners uncertain of how to proceed with AI assessment in the real world. This session will cover experiences and advice from a group of panelists who have first-hand experience of AI assessment.

Does Breaking Bad Hurt? Intrapersonal Consequences of Counterproductive Work Behavior (SYMPOSIUM - 112293)

Maureen L. Ambrose (AUTHOR); Marie S. Mitchell (AUTHOR); Laurie Barclay (AUTHOR); Maria Francisca Saldanha (AUTHOR); Mindy K. Shoss (AUTHOR); Jerel E. Slaughter (AUTHOR); Regina M. Taylor (AUTHOR); Daniel L. Brady (AUTHOR); Mo Chen (PRESENTER); Jonathan Evans (CHAIR); Deshani B. Ganegoda (PRESENTER); Mahira Ganster (CHAIR); Annika Hillebrandt (PRESENTER); Mingyun Huai (AUTHOR); Dustin K. Jundt (AUTHOR); Clair A. Reynolds Kueny (PRESENTER)

Scholars have long theorized that individuals engage in counterproductivity at work as a coping tactic. However, research has yet to fully investigate the actual consequences of “doing bad to feel better.” This symposium brings together 5 papers that examine the intrapersonal consequences of deviant behavior to enhance our understanding of when workplace deviance can be helpful or harmful.

Enhancing Well-Being and Performance by Building Emotional Resources in Organizations (SYMPOSIUM - 111907)

Matthew Neale (CHAIR); Serena Wee (AUTHOR); Amy Bannatyne (AUTHOR); Neal M. Ashkanasy (DISCUSSANT); Leander De Schutter (AUTHOR); Cindy Jones (AUTHOR); Carmel Tepper (AUTHOR); Jo Bishop (AUTHOR); Jochen Menges (AUTHOR); Jigyasu(Jigs) Shukla (PRESENTER); Melinda Garcia (AUTHOR); Craig Gillies (PRESENTER); Dana Joseph (AUTHOR); Lauren Christine Howe (PRESENTER); Kirsty Forrest (AUTHOR); Sarah Anne Kern (AUTHOR)

Expressing, regulating, and managing emotions are now recognized as important work requirements for many employees. This symposium presents recent empirical work focused on the emotional resources that employees draw on in order to maintain their

well-being and performance in the face of emotional demands at work.

High-Impact I-O in a Social Enterprise: Hiring Gangs to Start a Brewery (ALTPRES - 112585)

Cynthia DeVita-Cochrane; Khalilah Olokunola
In line with recent calls for I-O psychology research and practice to expand and facilitate the work of social-good endeavors, this presentation highlights the application of I-O psychology in a start-up that reduced rival gang violence by employing active gang leaders to start a craft brewery. The brief presentation and small group discussions are intended as a research incubator.

Research Incubator: Emerging Topics in Stigma Identity Management Scholarship (ALTPRES - 112110)

Sabrina D. Volpone; Liza Y. Barnes; Camellia Sison Bryan; Courtney M. Bryant; Danielle M. Gardner; Hunter Phoenix Van Wagoner; Rewina Bedemariam; Ann Marie Ryan; Brent J. Lyons; Caren Colaco; Jennifer L. Wessel; Katherine McGuire; Katie McKie
In this intermediate-level session, 5 presenters will share their research on stigma identity management research in rapid, 7-minute presentations. The presentations will be followed by break-out groups where the audience will be invited to join one of 5 key conversation topics led by the presenters. Participants will then debrief in a large group discussion.

Disparate Treatment at Work: The Impact of Observer's Labels and Cognitions (SYMPOSIUM - 112117)

Sabrina D. Volpone; Emily David; Elisa S. M. Fattoracci; Jaeeun Lee; Sonia Ghumman; Ann Marie Ryan; Courtney M. Bryant; Danielle D. King; David H. Hollingsworth; Elliot Stahr; Hannah-Hanh D. Nguyen; Jennifer L. Wessel; Lars U. Johnson; Loring Crepeau; Melinda M. Nelson; Derek R. Avery
Authors explore new considerations in research related to discrimination and other disparate treatment experienced by employees in workplaces. Specifically, the focus is on the role that others — those that were not the target of the disparate treatment—have on the outcomes of these events when they are involved in sensemaking and rumination about the disparate treatment.

Recent Advances in Sexual Harassment Research in the #MeToo Era (SYMPOSIUM - 112507)

Matt Grabowski (CHAIR); Arielle Nicole Lewis (AUTHOR); Margaret S. Stockdale (CHAIR); Amanda Mosier (AUTHOR); Abby Rose Patterson (AUTHOR); Blaine Reece Peters (AUTHOR); ShaNisaa-Assata RaSun (AUTHOR); Josselyne Saenz (AUTHOR); Jacob Schneider (AUTHOR); Laurel Mikalowski (PRESENTER); Elizabeth D. Jenkins (PRESENTER); Rose Siuta (PRESENTER); Vicki J. Magley (DISCUSSANT); Mindy E. Bergman (AUTHOR); Tuyen Dinh (AUTHOR); Brittney Feaster (AUTHOR); Kathi N. Miner (AUTHOR); Elizabeth Odom (AUTHOR); Nandhitha Natarajan (AUTHOR)

The MeToo movement has re-invigorated attention of sexual harassment (SH) in the workplace. This symposium offers target, perpetrator, and observer perspectives on SH in the modern workplace. Additionally, this presentation hopes to address the gaps and misconceptions exposed by the MeToo movement.

A Taxonomy of Negative Interpersonal Behaviors and Implications in Academia (SYMPOSIUM - 112419)

Charissa Samaniego (CHAIR); Maryam Ahmad Kazmi (AUTHOR); Christine L. Nittrouer (CHAIR); Zihan Liu (AUTHOR); Tomika W. Greer (PRESENTER); April Peters (AUTHOR); Cody Knight (AUTHOR); Sam Ebony (AUTHOR); Jen Thompson (AUTHOR); Jeff Nittrouer (AUTHOR); Silvia Dee (AUTHOR); Mark Torres (AUTHOR); Evonzia Jeff-Eke (PRESENTER)

Research on interpersonal interactions and networking explain how connections are made across groups and when some exclusions may apply. This symposium presents a taxonomy for negative interpersonal behaviors and provides empirical demonstrations of how these interactions can lead to systematic differences for academics in terms of demographic representation and productivity.

Important but Unexamined: Lessons From Niche and Intersectional Employees (SYMPOSIUM - 112049)

Larry R. Martinez (CHAIR); Jennifer K. Dimoff (AUTHOR); Katina Sawyer (DISCUSSANT); Stefanie Fox (CHAIR); Donald M. Truxillo (AUTHOR); Megan Snoeyink (PRESENTER); Nicholas A. Smith (PRESENTER); Jasmine Singh (PRESENTER); Thomas Sasso (AUTHOR); Shona Smith (PRESENTER); Wendy J. Casper (AUTHOR); David F. Arena (AUTHOR); Sabrina D. Volpone (AUTHOR)

Critiques that I-O psychology research relies on homogeneous samples and ignores intersectionality abound. This symposium celebrates 4 studies that push the boundaries of traditional work by focusing on underresearched, underrepresented, and marginalized workers, and do so in ways that explicitly acknowledge the intersectional nature of these perspectives using a diverse series of methods.

New Perspectives in Power and Harassment Research (SYMPOSIUM - 112104)

Tuyen Dinh (PRESENTER); Margaret S. Stockdale (CHAIR); Kimberly T. Schneider (PRESENTER); Laurel Mikalowski (PRESENTER); Mary Inman (AUTHOR); Phani Radhakrishnan (AUTHOR)

This symposium examines the role of different forms of power from the perspectives of the perpetrator, the observer, and the target. Specifically, authors explore how powerholders balance morality to engage in or condone sex harassment, and how targets' race and gender interact with workplace power to impact their harassment experiences.

Navigating Change in Work: Economic, I-O, and Global Staffing Perspectives (PANEL - 111670)

John A. Weiner (CHAIR); Alexander Alonso (PRESENTER); Elena Simintzi (PRESENTER); Angie College (PRESENTER)

The nature of work is changing rapidly with advances in technology, digitalization, and process automation. This session brings together an economist, I-O psychologist, and global staffing executive to discuss factors underlying job displacement, changing competency requirements, and reskilling and outplacement solutions to enable organizations and people to adapt to these changes.

Moving Beyond Unconscious Bias: Additional Strategies to Move the DE&I Needle (PANEL - 112388)

Caitlynn Sendra (CHAIR); Lauren Bidwell (CHAIR); Bahareh Soltani (PRESENTER); Cecelia Elizabeth Herbert (PRESENTER); Martin Lanik (PRESENTER); Niambi M. Powell (PRESENTER)

As DE&I becomes increasingly important in the eyes of leaders, I-Os too often see unconscious bias training deployed as a "one stop shop" to fixing organizational DE&I issues. Although unconscious bias training is one piece of the puzzle, it cannot be the only solution. This session brings together DE&I

experts to discuss additional strategies in building diverse and inclusive organizations.

Optimizing the Workday: Day-Level Research on Energy Management Strategies at Work (SYMPOSIUM - 112095)

Morgan Rose Taylor (CHAIR); Charlotte Fritz (CHAIR); Stefanie Gisler (PRESENTER); Zhiqing E. Zhou (AUTHOR); Sooyeol Kim (PRESENTER); YoungAh Park (AUTHOR); Stacey L. Parker (PRESENTER); Hannes Zacher (AUTHOR); Nerisa Dozo (AUTHOR)

This symposium presents findings from 4 daily diary studies examining energy management at work. This research provides new insights into the relationship between different energy management strategies that employees use throughout the workday and various well-being and performance outcomes at work.

What Is a Nudge? Beyond the Nag: Lessons From Surveys and 360s (SYMPOSIUM - 112236)

Scott M. Brooks; Victoria Hendrickson; Jennifer H. Frame; Chris L. Lovato; Lalitha Urs; Julian Bryant Allen; Sachin Jain

Nudges seem to be everywhere these days, but what are they really? Beyond simply just-in-time reminders, nudges are characterized by the underlying psychological and behavioral economics dynamics that separate them from mere nags. This session will share the nudge tips and tweaks that can help make a difference in surveys and 360s.

Preparing Leaders for the Unpredictable: Leadership Development in a VUCA World (SYMPOSIUM - 111838)

Veronica S. Harvey; Camilla Arntsen; Charles Schmitt; Matthew R. Redmond; Ryan Speckhart; Daniel P. Russell; John P. Muros; Christopher R. Milane; Breanna Paynter; Jacqueline Adams Dickey; Allan H. Church; Brett W. Guidry; Alyson B. Margulies

In today's VUCA world, organizations struggle with developing leaders for future challenges while quantifying leadership development initiatives. Introductory themes include supporting leaders through "on the job" opportunities, contextualized development and coaching, rigorous development planning, and "future-ready" leaders who will drive organizations to adapt and excel in disruptive times.

Thinking Bayesian: Opportunities and Challenges (PANEL - 111626)

Ajay Somaraju; Anthony Misco; Fred Oswald; Piers Steel

This session will focus on the challenges and opportunities for implementing Bayesian techniques in organizational research. Topics will include broad discussions of the resistance factors associated with disseminating Bayesian research, as well as more specific discussions on how to properly specify Bayesian models.

Beyond Bag of Words: Modern Embedding Methods for Natural Language Processing (MTUTORIAL - 112591)

Ivan Hernandez; Weiwen Nie

This session provides an approachable introduction to applying modern developments in text analysis. Attendees learn how neural networks quantify unstructured text into latent dimensions that can be used as predictors in models or features in clustering. Attendees gain first-hand experience with applying these neural network-based models by running code on datasets for predictive analysis.

Purpose in the Workplace: A Multilevel Approach to the Research (SYMPOSIUM - 112009)

Guangrong Dai; Signe Magnuson Spencer; Rodolphe Durand; Nauman Asghar; Hilary Hendricks; Robert E. Quinn

Organizations and business leaders are increasingly referring to the benefits of purpose. Nevertheless, applying purpose to the workplace has not been sufficiently helped by empirical research. This symposium takes a multilevel approach to the research of purpose in the workplace. Three papers in the symposium explored purpose at different levels: organizational, leadership, and individual.

Uncertainty Compels Us: Uncertainty, Worker Well-Being, and Work Behaviors (SYMPOSIUM - 112038)

Stefanie Fox (CHAIR); Melody Adyani (AUTHOR); Liu-Qin Yang (CHAIR); Amy Taylor Newberg (PRESENTER); Dan Wang (PRESENTER); Zitong Sheng (AUTHOR); Mark Griffin (DISCUSSANT); Cassandra Phetmisy (PRESENTER); Danielle D. King (AUTHOR); Catherine Cheney Jackson (AUTHOR); Katharine McMahon (PRESENTER); Xin Liu (AUTHOR); Xiaoming Zheng (AUTHOR); Amber Grund (AUTHOR)

This intermediate symposium explores the effects of multiple sources of uncertainty on worker well-being and work behaviors. Utilizing qualitative data, time-lagged panel models, longitudinal design, and field surveys, a holistic view of uncertainty is provided through 4 studies. Dr. Mark Griffin provides discussion on nuances of uncertainty research and future directions to explore this focus.

On the Same Page: Employee–Partner Congruence on Work–Family Constructs (SYMPOSIUM - 111568)

Rachel Williamson Smith (CHAIR); Katelin Kyser (AUTHOR); Michael Horvath (CHAIR); Christine Lowe (AUTHOR); Michael T. Ford (AUTHOR); Youjeong Huh (AUTHOR); Hannah Elizabeth Perkins (PRESENTER); Margaret Judith Toich (PRESENTER); Yi-Ren Wang (PRESENTER); Qi Zhang (AUTHOR); Maura J. Mills (AUTHOR); Quinn Knudsen (AUTHOR); Jennifer Bragger (AUTHOR); Dan V. Simonet (AUTHOR)
Work–family research includes a recent focus on how work–family interactions influence both employees and their family. This symposium investigates “being on the same page” from different angles: spousal congruence of work and family constructs, the impact of resource scarcity and work–life ideology on work–family balance, and the effects of a training on communication and boundary management.

Digging Deeper Into Disclosure: Coming Out as LGBTQ at Work (SYMPOSIUM - 112408)

Arturia T. Melson-Silimon (CHAIR); Nathan T. Carter (CHAIR); Nicholas P. Salter (CHAIR); Jesse Caylor (PRESENTER); Jessica L. Wildman (AUTHOR); Ngoc Son Duong (AUTHOR); Thomas Sasso (AUTHOR); Larry R. Martinez (DISCUSSANT)
Although the field has made great strides in the study of LGBTQ disclosure, there have been recent calls to better explore the nuances of identity management across different contexts. This symposium aims to address current limitations within the identity management literature to expand our understanding of outcomes of LGBTQ disclosure and transition at various organizational levels.

Becoming Army Strong: Research-Based Efforts for Developing an Inclusive Organization (SYMPOSIUM - 112348)

Krista Ratwani (CHAIR); Jessica M Shenberger-Trujillo (AUTHOR); Mathias J. Simmons (PRESENTER); Tatiana H. Toumbeva (AUTHOR); Zachary Zuzack (AUTHOR);

Tara Brown (PRESENTER); Jacqueline K. Deuling (Mitchelson) (PRESENTER); Lisa H. Nishii (DISCUSSANT); Michael T. Braun (AUTHOR); Michele Ann Calton (AUTHOR); Melinda Key-Roberts (AUTHOR); Ben Nargi (AUTHOR); James Nye (AUTHOR); Mark Poirier (AUTHOR)

Recent events have driven many organizations to reflect on how they can become more inclusive. The U.S. Army is no exception. This symposium highlights research-based efforts within the Army to become a more inclusive organization. These efforts include developing inclusion metrics, intervening at the lowest levels of the organization, and informing senior leaders on steps they can take.

Workplace Inclusion Considerations for Persons With Serious Mental Illness (SYMPOSIUM - 112467)

Susanne M. Bruyere (CHAIR); Marjorie Baldwin (PRESENTER); Morgan Shields (PRESENTER); Rebecca M. B. White (PRESENTER); Adrienne J. Colella (DISCUSSANT)

Symposium focuses on how employer policies and practices can contribute to improved employment outcomes for workers with serious mental illness (SMI), from perspectives of employees with SMI and employers from recent research. Intermediate-level content addresses issues regarding disclosure of SMI in the workplace, employee experiences in disclosing SMI, and employer responses to SMI disclosure.

Integrating Reflection Into Healthcare Training: A Scientist–Practitioner Discussion (IGNITE - 112661)

Deborah DiazGranados (CHAIR); Ashley M. Hughes (AUTHOR); Nastassia M. Savage (CHAIR); Houston F. Lester (AUTHOR); Laura A Petersen (AUTHOR); Catherine Grossman (PRESENTER); Seth A. Kaplan (PRESENTER); John Aiken (AUTHOR); Elisa M. Torres (AUTHOR); Franziska Tschan (PRESENTER); Norbert K. Semmer (AUTHOR); Jasmin Zimmerman (AUTHOR); Simon Huber (AUTHOR); Sylvia J. Hysong (PRESENTER); Amber B Amspoker (AUTHOR)

Training is a key feature in healthcare for developing both technical and nontechnical skills. This IGNITE! panel brings together 4 individuals, 3 I-O academic and applied researchers and a physician subject matter expert who directs simulation training at an academic medical institution, to discuss the use of reflection in healthcare training and in use on the job.

I-O Hacks the United Nations: Breaking Into the UN Sustainable Development Goals (ALTPRES - 110051)

Drew B. Mallory (CHAIR); Stuart C. Carr (CHAIR); Maria Whipple (PRESENTER); Lori L. Foster (CHAIR); Aimee Lace (PRESENTER); Ishbel McWha-Hermann (PRESENTER); Ines Meyer (PRESENTER)

The UN Sustainable Development Goals (SDGs) set challenging targets for tackling the world's biggest problems. Yet, it is often still difficult for I-O practitioners and scholars to connect the SDGs to scholarship and practice. The SIOP UN team will lead a hands-on session to prepare academics and practitioners to build the SDGs into their work and communicate their efforts to UN bodies.

Cloud-Based, Semi-Automated, Meta-Analytic Article Coding (MTUTORIAL - 111463)

Piers Steel; Hadi Fariborzi

Research fields double almost every 9 years, stressing traditional methods of meta-analysis. This session features HubMeta, an Open Science platform that accelerates article coding by an order of magnitude, making massive meta-analytic projects tractable. With built-in analysis, automated data extraction, and taxonomic software, this enables the next generation of meta-analytic publications.

How to Plan and Conduct Test Validation Studies (MTUTORIAL - 111623)

Jeffrey M. Cucina; Philip T. Walmsley; Adam S. Beatty; Kevin A. Byle; Scott K. Burtnick

This session is a primer on concepts in test score content and criterion-related validation, focusing on the practical steps for examining multiple forms of evidence for test score use. Topics include linking test content to job analysis results, determining when to rely on content-based evidence, predictor and criterion measure specification, data collection, analytic methods, and documentation.

From Black Boxes to Glass Boxes: Legal Defensibility of Machine Learning in Selection (PANEL - 112287)

Nicole L. Petersen (CHAIR); Christopher R. Honts (PRESENTER); Lisa Grant Harpe (PRESENTER); Mark Girouard (PRESENTER); Pamela Congemi (PRESENTER); Rachel T. King (PRESENTER)

In an evolving legal landscape, interest in using machine learning in the hiring process continues to grow, and innovations in these techniques are beginning to address legal concerns. This expert panel

will review recent legal developments, ways companies are using machine learning in the hiring process, the biggest risks to doing so, and perspectives on what can be done to reduce those risks.

Multi-Objective Optimization in the Workplace 2.0: Applications in Selection (SYMPOSIUM - 111713)

Q. Chelsea Song; David W. Dorsey; Wilfried De Corte; Scott B. Morris; Joshua S. Andrews; Michael Geden; Chen Tang; Daniel A. Newman; Serena Wee; Martin C. Yu; Dan J. Putka; Ki Ho Kim; Zachery Peterson; Ted Diaz

Many workplace decisions require balancing among multiple objectives. Examples include hiring decisions, where organizations often aim to enhance both job performance of new hires and workplace diversity. Multi-objective optimization (e.g., Pareto-optimization) provides effective tools to optimize multiple organizational goals. Recent advances from research and practice is presented.

Video Interviewing: A Best Practices Discussion (PANEL - 112195)

Yuliya Cheban (CHAIR); Ethan James Ray (CHAIR); Charles A. Scherbaum (CHAIR); Lynn A. McFarland (PRESENTER); Julie M. McCarthy (PRESENTER); Lilia Hayrapetyan (PRESENTER); Daly Vaughn (PRESENTER); Andrew F. Lam (PRESENTER); Vivian P. Chou (PRESENTER)

Previous literature has established best practices for designing, using, and evaluating in-person interviews. This session will consider best practices and research needs for more novel contexts that have emerged: synchronous and asynchronous video interviews.

Hello From the Other Side: Thoughts From I-Os Based on Experience as HR Generalists (PANEL - 111535)

Victoria J. Smoak; Aaron J. Kraus; Leslie M. Goley; Matthew R. Millard; Michael D. Tuller; Maren Dollwet
The value of theory and science depends on effectiveness of implementation. What if I-Os saw things from the generalist perspective? Five I-Os with experience as HR generalists are saying "hello from the other side." Session will provide perspective to equip I-Os to better partner with HR and have more perspective in considering their own career path and opportunities in the future.

Transforming Work Analysis and Competency Modeling With Agile Methodology (ALTPRES - 112431)

Bradley Pitcher; Cameron Wellesley Grant; Craig D. Haas; James Hinds; Jessica Stelter; Frederick R. Stilson
 Authors present our team's experience of developing an Agile work analysis and competency modeling process. They emphasize how digital transformation and continuous process improvement have led to a versatile framework that addresses dynamic client needs across business areas. After the presentation an interactive panel discussion and Q&A session will be held.

How Do We Measure Up?: Benchmarking Best Practices and Lessons Learned (PANEL - 111687)

Breanna R. Timko; Scott E. Bryant; Karen M. Fuhrmeister; Richard L. Griffith; Weiwei Liu
 Benchmarking data can be a powerful tool to inform decision making and strategic planning. Clients are increasingly interested in benchmarking data, but the conversations around this topic often remain brief and shallow. This hybrid panel will discuss the “what,” “when,” and “how” of effective benchmarking in consulting practices through 4 large-scale studies and an interactive Q & A session.

Show Me the Impact: The Missing Piece of the Assessment and Development Puzzle (PANEL - 111347)

Breanna R. Timko; Christina M. Banister; Jimmy Mundell; John S. Slifka; Melissa Marie Fakler; Robert J. Synovec
 Impact measurement can provide valuable data on the ROI of assessment and development programs but is a piece of the puzzle that is often overlooked. This panel will discuss the importance impact measurement. Topics will include common impact metrics, using and presenting impact results, and how impact measurement fits in to the overall assessment and development strategy.

Essential Data Science Toolkit for I-O: A Crash Course in Scientific Programming (MTUTORIAL - 111401)

Elena Auer (PRESENTER); Andrew B. Collmus (AUTHOR); Samuel E. Kaminsky (PRESENTER)
 This tutorial demonstrates data science principles and tools that are important for the contemporary I-O. Authors will discuss key information and steps

associated with getting started with R and Python, code development and collaboration tools, tools for sharing outputs and results (applications, reports, and dashboards), and other helpful tools including SQL and command line.

Optimizing Decision Making With AI (PANEL - 112280)

Jon C. Willford (PRESENTER); Rachel C. Callan (PRESENTER); Maureen E. McCusker (CHAIR); Ben Hawkes (PRESENTER); Ken Lahti (PRESENTER)
 Rather than replacing human decision making at work, AI has the potential to enhance it if effective human–AI collaborations are in place. For this to occur, I-Os need to address a variety of issues that may hinder successful collaborations. This session provides insight from a panel of practitioners and researchers at the forefront of a new era of collaborative human–AI decision systems.

Practical Considerations for Implementing Video Interviews (PANEL - 111824)

David J. Swiderski (CHAIR); Michael B. Armstrong (PRESENTER); Jennifer A. Higgins-Cavanaugh (PRESENTER); Betsir G. Zemen (PRESENTER); Jimmy Mundell (PRESENTER); Anne Scaduto (PRESENTER)
 Structured interviews are one of the most popular forms of assessment used today. Recently, advances in technology and changes in the work environment have altered how interviews are delivered. This panel brings together interview experts to speak to how video interviews are conducted in their organizations to expand the broader knowledge on how to effectively implement video interviews.

Selecting for Retention: Reducing Turnover Prehire (SYMPOSIUM - 111700)

Carter Gibson; Jennifer A. Griffith; Jay H. Hardy; Andrew J. Barsa; Josh W. Allen
 Although turnover in organizations has a long history of scholarly research, I-Os still know surprisingly little about how to anticipate and reduce turnover prehire. This session will present findings of 3 studies spanning hundreds of thousands of hires and multiple organizations with the goal of advancing the state of research and practice in reducing turnover risk prehire.

Talent Management in Elite Sports: Using an I-O Lens (SYMPOSIUM - 112160)

Eric D. Heggstad (CHAIR); Elizabeth L. Shoenfelt (PRESENTER); Elliott C. Larson (PRESENTER); Harold W. Goldstein (PRESENTER); Thomas E. Schoenfelder (PRESENTER); Ricardo Roman (AUTHOR); Ken Yusko (PRESENTER); Charles A. Scherbaum (AUTHOR); Benjamin Goldstein (AUTHOR); Daniel L. Bonilla (DISCUSSANT)

Participants in elite sports have increasingly searched for an edge in a wide range of scientific disciplines. Given the field of I-O psychology's unique ability to apply science in the workplace in a rigorous manner, this session focuses on the role talent management processes, including assessment and training/development, can play in fostering the success of elite athletes.

In the Trenches Part 2: Use of SJTs in High-Stakes, High-Volume Testing Programs (PANEL - 112545)

Bethany H. Bynum (CHAIR); Fiona Patterson (PRESENTER); Rebecca L. Fraser (PRESENTER); Scott H. Oppler (PRESENTER); Taylor Sparks Sullivan (PRESENTER)

The use of SJTs in high-stakes, high-volume testing creates unique challenges that have not been explored in the literature to date. Panelists will discuss challenging "elephants in the room" that must be addressed when developing and administering high-stakes, high-volume SJTs. These "elephants" include mass producing high-quality items, construct validity, reliability, and response formats.

Implications of Financial Vulnerability: Examining the Understudied (SYMPOSIUM - 112286)

Tracy L. Griggs (PRESENTER); Yi-Ren Wang (PRESENTER); Faezeh Amirkamali (AUTHOR); Michael T. Ford (AUTHOR); Youjeong Huh (AUTHOR); Wendy J. Casper (AUTHOR); Sharon Glazer (CHAIR); Heather N. Odle-Dusseau (PRESENTER); Russell A. Matthews (AUTHOR); Julie H. Wayne (AUTHOR); Kristen Jennings Black (CHAIR); Robert R. Sinclair (AUTHOR); Gargi Sawhney (AUTHOR); Alec H. Munc (AUTHOR)

Low-income workers and workers more generally experiencing financial difficulty represent an important, yet understudied population. The papers comprising this symposium present a number of findings on how financial difficulty can be associated with poor psychological health, work-family conflict, and negative work attitudes, incorporating unique samples and complex temporal designs.

Current Investigations Into Work Stress: Deepening Understanding and Showing Value (ALTPRES - 112349)

Alec H. Munc (PRESENTER); Kristen Jennings Black (PRESENTER); Shujaat F. Ahmed (PRESENTER); Tyler Mulhearn (PRESENTER); Carolyn J. Winslow (AUTHOR); Mahima Saxena (AUTHOR); Robert P. Tett (AUTHOR); Sophie A. Kay (AUTHOR); Tanya Goodman (AUTHOR); Gwenith G. Fisher (DISCUSSANT)

Four presentations delve into the one of the most pressing concerns for organizations today: work stress. Using a variety of samples and methodologies authors deepen understanding of this phenomena as well as look at ways that work stress can be reduced.

The Role of Motives and Resources in the Work and Family Domains (SYMPOSIUM - 111869)

Marla L. White (CHAIR); Rylee Linhardt (AUTHOR); Julie H. Wayne (CHAIR); Ashley M. Mandeville (AUTHOR); Russell A. Matthews (AUTHOR); Heather N. Odle-Dusseau (AUTHOR); M Whitman (AUTHOR); Wendy J. Casper (CHAIR); Jeffrey H. Greenhaus (DISCUSSANT); Jennifer Grace Manegold (PRESENTER); Shalene Allen (PRESENTER); Nicolina Weaver (PRESENTER); Jacquelyn M. Brady (AUTHOR); Wayne Crawford (AUTHOR); Leslie B. Hammer (AUTHOR)

Studies concerning the work-family interface are increasingly prevalent. However, despite the abundance of empirical research, scholars have highlighted the lack of theory to undergird work-family studies. As such, this symposium brings together papers that are well-grounded in motivation and resource theories as well as variety of research methods to shed new light on the work-family interface.

Leveraging Clinical Psychology to Advance I-O Psychology (SYMPOSIUM - 112131)

Rebecca Anne Storey (CHAIR); Kimberly A. French (CHAIR); Tarya Bardwell (PRESENTER); Corrine Wolfe (PRESENTER); Stephanie A. Anzel (PRESENTER); Christine L. Nittrouer (DISCUSSANT); Alexandra I. Zelin (AUTHOR); Alyssa K. McGonagle (AUTHOR); Maryana Arvan (AUTHOR); Winny Shen (AUTHOR)

Worker well-being has long been a subject studied by I-O psychologists. However, only recently have occupational health specialists begun to incorporate clinical topics to enrich understanding of worker well-being. This symposium intends to explore topics that fall at the intersection of I-O and clinical psychology,

and to identify factors that indirectly influence worker health and ability.

Invited: 2021 Best Practice and Application of I-O Award Winners (Special Event - 113361)

Liberty J. Munson; Christopher B. Patton; Ishbel McWha-Hermann; Ken Yusko; Kristin L. Cullen-Lester; Michael P. Wilmot; Stuart C. Carr

The 2021 Best Practice award winners will share the research and experiences that led to their award. This session will include Ignite presentations and interviews with winners of Distinguished Early Career Contributions (Cullen-Lesser), Humanitarian (Carr), M. Scott Myers (Goldstein et al.), Joyce & Robert Hogan (Wilmot & Ones), Wiley (Patton & Purl), and Joel Lefkowitz (McWha-Hermann) awards.

Invited: 2021 Best Science Award Winners (Special Event - 113362)

Liberty J. Munson; Allison S. Gabriel; Kimberly A. French; Lin Jiang; Nitya Chawla; Paul R. Sackett

The 2021 Best Science award winners will share the research and experiences that led to their award. This session will include Ignite presentations and interviews with the winners of Distinguished Early Career Contributions (A. Gabriel), S. Rains Wallace (N. Chawla), William A. Owens (L. Jiang, et al.), Jeanneret (F. Lievens, et al.), and Schmidt-Hunter (K. French, et al.) awards.

Invited: 2020 Small Grant Award Winners (Special Event - 113363)

Liberty J. Munson; Christopher Wiese; Laura Heron; Lixin Jiang; Vivian Joy Zagarese

The 2020 grant award winners will share the research ideas that led to the grant. This session will include Ignite presentations and interviews with winners of the James L. Outtz Grant for Student Research On Diversity (Laura Heron), SIOP Small Grant (Christopher Wiese, et al., and Vivian Zagarese, et al.), and SIOP International Research and Collaboration Small Grant (Lixin Jiang et al.) winners.

POSTERS

The following pages list the approximately 500 Posters. These can be accessed in the “Agenda” tab of Whova on Wednesday. You can view the Poster PDFs by looking in the poster session in which the posters are assigned. You can join the live Poster session by going to the Virtual Chair Platform at the following link:

<https://www.virtualchair.net/events/siop2021>

Poster Session (Emotions & Prosocial & International/Global):
4/14/2021 9:00 AM-9:50AM

Positive Affective Climate Deters Employee Prohibitive Voice (Poster - 110207)

SinHui Chong (PRESENTER); Yi Huang (PRESENTER); Riguang Gao (AUTHOR)

Based on hedonic contingency and organizational error theories, authors argue that positive affective climate deters employee prohibitive voice. The data from 2-wave, multisource surveys, supported the hypotheses and showed that positive affective climate negatively predicted prohibitive voice via error aversion climate, more so for employees who have leaders with high (vs. low) humility.

Meritocratic Beliefs and Follower Reactions to Leader Selection Affirmative Actions

SinHui Chong | PRESENTER; Clara Soo | AUTHOR

Based on implicit theories, authors argue how meritocratic beliefs moderate follower reactions toward a female leader selected via different types of affirmative action policies (AAPs). Followers with stronger (vs. weaker) meritocratic beliefs perceive a female leader selected via gender-based AAP (vs. identity-blind AAP) as less capable and are less willing to work with her.

When Corporate Social Responsibility Makes a Company Look Authentic (Poster - 111881)

Madeline Ong (PRESENTER); Yong Kim (AUTHOR)

Authors propose that job seekers will be less likely to view an organization that engages in external CSR activities as authentic and attractive when the organization does not first engage in internal CSR activities. Results from a combination of 3 studies—an archival study of Fortune 500 companies, a field study of unemployed job seekers, and an experiment—provide support for the hypotheses.

The Stereotype Content of Trustworthy Colleagues and Supervisors Across Eleven Nations (Poster - 111617)

Catherine T. Kwantes (PRESENTER); Andrew Townsend (AUTHOR); Arief B. Kartolo (AUTHOR)

This project explores how trustworthiness is expected for colleagues and supervisors across 11 countries using the stereotype content model. Results found different expectations across cultures and confirmed

within country variance on the expectations of trustworthiness based on role relationships. Some had similar, some differed in, expectations between trustworthy colleagues and supervisors.

The Effect of Third-Party Sustainability Scorecards on Organizational Attraction (Poster - 112139)

Alexandra Stewart (PRESENTER); Jenna Ellen-Marie McChesney (AUTHOR); Lori L. Foster (AUTHOR)

Third-party reviews and scorecards have made information about organizations' triple bottom line performance increasingly available to job seekers. This experiment demonstrates that people, planet, and profit scores affect attraction to a hiring organization. Results show that 3 Big 5 personality characteristics influence the degree to which people and planet performance increase attraction.

Distancing From the Envied: Developing a Nomological Network of an Avoidance Measure (Poster - 110062)

Jaewoo Kim (PRESENTER); Leanne E. Atwater (AUTHOR)

Authors conceptualize a new behavioral reaction to the experience of envy: avoidance of the envied. They develop a new measure of avoidance as a reaction to envy: the avoidance behavior scale (ABS) using exploratory and confirmatory factor analyses, and tests of convergent and discriminant validity. Envier's avoidance has potential to result in negative outcomes for enviers and organizations.

Antecedents of Workplace Envy in Diverse Teams (Poster - 111778)

Jaewoo Kim (PRESENTER); Hong Ren (AUTHOR)

Integrating envy literature and diversity literature, the link between perceived disparity in social power, status, and resource allocations and envy will be pronounced when people perceive high-level of perceived similarity in the team context. However, several interventions—justice climate, psychological capital, and proactivity—mitigate such an intensified envy process.

Mistreated and Cynical: Emotional Labor as a Mediator (Poster - 112393)

Emily Macias (PRESENTER); Saba Tavooosi (AUTHOR); Steve M. Jex (AUTHOR)

Using a parallel mediation model, authors examined the indirect relationship between customer incivility and organizational cynicism through surface acting and deep acting. Findings indicate support for the positive mediation of surface acting (indirect effect = .15, SE = .04, CI95% = [.08, .24]) but not the negative mediation of deep acting (indirect effect = -.02, SE = .02, CI95% = [-.06, .01]).

Antecedents of Vietnamese Workers' Attitude Toward Women as Managers (Poster - 112229)
Hannah-Hanh D. Nguyen (PRESENTER); Anh T Phan (AUTHOR)

This experiment found that Vietnamese employees' (N=159) gender, general attitudes toward women's rights and roles, and internal work locus of control positively predicted their attitudes toward female managers in workplace settings. Further, how liberal participants were predicted how favorably they judged a female manager's perceived competence, career progress, and interpersonal qualities.

The Impact of Air Pollution Event Disruption on Workplace Loneliness and Sleep (Poster - 112174)
Jiani Zhu (PRESENTER); Jianfeng Jia (AUTHOR); Dong Liu (AUTHOR); Ruonan Zhao (AUTHOR)

Drawing from the cognitive models of loneliness, authors theorize that whether air pollution event disruption results in negative consequences depends on boundary conditions. Results indicate that employees low on perceived organizational support and future orientation are likely to experience workplace loneliness as a result of air pollution event disruption and have lower sleep quality.

Interactive Effects of Anxiety and Effort in Early Skill Acquisition (Poster - 112324)
Kent Cooper Etherton (PRESENTER); Debra Steele-Johnson (AUTHOR); Nicholas Kovacs (AUTHOR); Maria Alejandra Flores (AUTHOR)

Results showed that trait anxiety interacted with effort when predicting performance over a series of trials after controlling for task experience (N = 287) using multilevel modelling. Results raised issues relating to the stability of interactive effects across various stages of skill acquisition and the degree to which dispositional traits influence one's rate of skill acquisition.

Paving a New Psychological Pathway From CSR to Employees' OCB and Job Satisfaction (Poster - 111904)

Kwanghyun Kim (PRESENTER); SeoLa Kim (PRESENTER)

Current research extends microlevel corporate social responsibility (CSR) literature by suggesting an alternative psychological mechanism that links a firm's CSR and employee outcomes. Findings via 2 studies indicate employee-oriented CSR creates a virtuous circle conducive to a firm's sustainability because it facilitates positive attitudinal and behavioral outcomes such as prosocial behaviors.

Trust and Affect: Modelling Bivariate Change in New Relationships (Poster - 111699)

Lisa van der Werff (PRESENTER); Charles E. Lance (AUTHOR); Martin Fellenz (AUTHOR); Sarah-Jane Cullinane (AUTHOR)

Some literature argues that trust in others is antecedent to individual's affect while other literature argues that affect is antecedent to trust. Latent difference score modeling was used to assess change over 5 measurement waves among 650 police officer trainees and found that anxiety, contentment and sadness were antecedent to trust, which itself was reciprocally related to enthusiasm.

An Examination of Organizational Attraction to Organizational Democracy (Poster - 112613)

Matt Grabowski (PRESENTER); Leslie Ashburn-Nardo (AUTHOR)

Organizational democracy is proposed as a governance model that would better fulfill psychological needs of self-determination. This study compared perceptions of 2 organizations that are identical except one is governed democratically and the other is governed conventionally. Results indicate relatively higher attraction to the democratically governed organization.

I Get by With a Little Help From my Workplace Friends (Poster - 112197)

Tyler James Mirando (PRESENTER); Anita Pai (PRESENTER); Stephen M. Colarelli (AUTHOR)

The value of friendships at work is underexplored and generally unrefined. In a study of 201 participants, authors identify a new method for measuring workplace friendships and integrate it alongside a well-validated measure of workplace friendship. They

explore the implications of workplace friendships in outcomes of value to organizations, such as social support and citizenship behavior.

Revisiting the Cultural Syndromes of Feedback Seeking: A Self-Motives Perspective (Poster - 110140)
Marc Cubrich (PRESENTER); Joelle D. Elicker (AUTHOR)

Cultural values have a powerful impact on a wide range of behaviors, and these effects extend to feedback seeking. The seminal work of Sully de Luque and Sommer (2000) proposed 4 cultural syndromes that inform a cross-cultural model of feedback seeking. This paper revisits and extends this work, setting forth propositions emerging from a newly developed conceptual model of feedback seeking.

A Meta-Analytic Investigation and Future Research Agenda of Boredom at Work (Poster - 111816)
Midori Nishioka (PRESENTER); Anna F. Godollei (PRESENTER)

Decades of research have investigated boredom at work. But, research has been fragmented, with numerous untested propositions and no quantitative summary of relationships on which to build theory. To address this gap, a meta-analytic review of boredom and its correlates at work was conducted. It provides tests of propositions, highlight research gaps, and forward an agenda for future research.

A Test of the Effects of Emotional Labor on Diversity and Inclusion Professionals (Poster - 112427)
Nicolina Weaver (PRESENTER); Hannah Swinerton (PRESENTER); Annie Nottingham (PRESENTER); Kelly Pledger Weeks (AUTHOR); Myrtle P. Bell (AUTHOR); Alison Vania Hall (Birch) (AUTHOR)

This paper investigates the emotional labor process of HR/DI professionals via Qualtrics survey data. Results indicate that organization diversity climate impacts perceptions of display rules, surface acting, and burnout. Ultimately, these outcomes culminate in increased turnover intentions and decreased job satisfaction.

Pre- and Postdesign Investigation of Psychological Contract Breach Incongruence (Poster - 110137)
Riki Takeuchi (AUTHOR); Nan Guo (AUTHOR); Ryan Scott Teschner (PRESENTER)

In this study, authors utilize pre- and postdesign during COVID-19, and data collected from 57 Peace Corp Volunteers in February (Time 1) and May (Time 2) of 2020 to examine the impact of incongruence between pre-COVID-19 (Time 1) experienced psychological contract breach and post-COVID-19 (Time 2) experienced psychological contract breach.

Corporate Social Irresponsibility and Employee Morals on Organizational Commitment (Poster - 112129)

Sam McCullough (PRESENTER); Elora Voyles (AUTHOR)

Authors examined relations among employee corporate social irresponsibility (CSI) perceptions, self-importance of moral identity (SIMI), and organizational commitment (OC). CSI perceptions related negatively to OC. SIMI related positively to OC and moderated the relationship between CSI and OC, such that those with higher SIMI saw more severe declines in OC when perceived CSI behaviors were high.

Afraid of Corona? The Differential Effect of Employment Statuses in Germany on Health (Poster - 110168)

Siegmar Otto (PRESENTER); Franziska Lutz (AUTHOR); Sarah Zabel (AUTHOR); Laura Loths (AUTHOR)

The effect of short-time work in Germany during the Corona crisis on employees' work-related anxiety and leisure experience was examined. Based on an online survey (N = 468), short-time workers experienced greater work-related anxieties, especially if their work hours were reduced by more than 50%. Employees with greater work-related anxiety reported less positive leisure experiences.

Expanding Deep Acting: Effects of Active and Passive Deep Acting on Burnout (Poster - 112257)

Shane Sizemore (PRESENTER); Kimberly E. O'Brien (AUTHOR); Kyle Joseph Mann (AUTHOR)

Research on deep acting has shown inconsistent results. Authors revisited the emotion regulation framework that has guided modern emotional labor conceptualizations. Results from 2 multiphase samples show that active deep acting (e.g., cognitive reappraisal) has a negative link with burnout, whereas passive deep acting (e.g., distraction) is less predictive of burnout.

Why Do People Work for Free? A Meta-Analysis of Volunteer Motivations (Poster - 112108)

Steven Zhou (PRESENTER); Kailee Kodama Muscente (AUTHOR)

This study was a meta-analysis of the 6-dimensional Volunteer Functions Inventory using 51 qualifying studies from 48 articles (total N = 34,072). Authors analyzed the effect of each dimension onto outcomes (satisfaction-commitment and intention to continue), conducted moderator analyses, and assessed for relative weight using meta-regression. Implications for volunteerism are discussed.

Investigating Social Exchange Relationships in Organizations: The Role of Gratitude (Poster - 111632)

Teng Zhao (AUTHOR); Jiayi Liu (AUTHOR); Hairong Li (PRESENTER); Yuchen Shen (AUTHOR)

This study investigated the role of state gratitude in social exchange processes within an organizational context. Findings indicated that state gratitude, both at the within-individual level and the between-individual level, mediated the effects of the favorable treatment received from organizational agents on employees' positive attitudes and behaviors toward the agents.

Team Influence Tactics and Performance in Self-Managed Teams (Poster - 111897)

Esther R. Unger-Aviram (PRESENTER); Dana R. Vashdi (AUTHOR); Tal Katz-Navon (AUTHOR)

The study proposes a new team level approach to influence tactics in self-managed teams, and a temporal account of the extent to which team level influence tactics are associated with performance. Using a sample of 75 self-managed teams, it was found that the influence tactics related to team performance are different at initial versus advanced stages of team development.

Organizational Environmental Initiatives of South East Asian Organizations (Poster - 112605)

Yilei Wang (PRESENTER); Deniz S. Ones (AUTHOR); Jing Yuan Tian (AUTHOR); Yagizhan Yazar (AUTHOR)

Authors examined the environmental initiatives among South East Asian (SEA) organizations. SEA organizations reported an average of 33 initiatives with large standard deviations indicating country-level moderators. Relationships between numbers of initiatives and financial performance were negligible, but specific domains of environmental initiatives displayed notable relations with performance.

Anxiety and Exhaustion: How Workplace Surface Acting Impacts Parenting (Poster - 112170)

Catherine S. Daus (PRESENTER); Haley V. Heffernan (AUTHOR); Christine Seitz (AUTHOR)

Spillover effects of emotional labor into nonwork parent-child interactions/relationships were examined in 80 employees with preschool-aged children. The relationship between parents' surface acting and perceived quality of their parent-child relationship was sequentially mediated by their job-related anxiety, job-related exhaustion, and the perceived quality of their parent-child interactions.

Poster Session (Inclusion):

4/14/2021 9:00 AM-1:50PM

Which Characteristics Relate to Effective and Ineffective Allyship? (Poster - 111432)

Lauren A. Collier-Spruel (PRESENTER); Ann Marie Ryan (AUTHOR)

Authors examined whether there were specific ally characteristics related to effective and ineffective allyship behavior. Internal motivation to respond without prejudice was positively related to effective behaviors and negatively related to ineffective ally behaviors. Social dominance orientation was related to demonstrations of ineffective ally behavior.

What Makes a Space Safe? The Role of Employee Resource Groups in Inclusion (Poster - 111433)

Lauren A. Collier-Spruel (PRESENTER); Ann Marie Ryan (AUTHOR)

Creating "safe spaces" has been a mechanism for increasing inclusion, but these spaces have also been critiqued. Across 3 studies authors aimed to delineate different conceptualizations of safe spaces and explore related individual differences, examine how employee resource groups operate, and learn whether participating in a safe space leads to different outcomes for employees.

It's Your Fault: Workplace Consequences of Anti-Asian Stigma During COVID-19 (Poster - 111915)

Danielle M. Gardner (PRESENTER); Ann Marie Ryan (AUTHOR); Caitlin Q. Briggs (AUTHOR)

In light of increased anti-Asian stigma relating to COVID-19, this study identifies perceived pandemic blame as a mechanism for discrimination against Asians at work. Results support assertions that COVID-

19 blame attributions toward China predict anticipated hiring bias and increased physical distancing of Asians at work, as associated with higher levels of U.S. identification.

Are Some Accommodations More Acceptable Than Others? Coworker Fairness Perceptions (Poster - 111357)

Danielle M. Gardner (PRESENTER); Ann Marie Ryan (AUTHOR); Sarah Kuang (AUTHOR)

Authors examined whether coworkers perceived disability, religion, or caregiving duties in need of accommodation as differentially controllable and fair via a critical incident paradigm. Controllability acts as an important predictor of fairness perceptions, with disability and religion respectively perceived as the least and most controllable of examined circumstances.

Experiences of Anti-Asian Stigma in the U.S. During COVID-19 (Poster - 112027)

Caitlin Q. Briggs (PRESENTER); Ann Marie Ryan (AUTHOR); Danielle M. Gardner (AUTHOR)

To explore how Asian individuals in the U.S. are experiencing stigma stemming from COVID-19, a critical incident study with other measures was conducted. Results showed 22.5% of the sample experienced a personal incident of bias, and meta-stereotype perceptions were relatively high across the sample. Participants provided rich qualitative responses describing current feelings and perceptions.

Condescension or Mansplaining? Attributions to Sexism and Gender (Poster - 112158)

Caitlin Q. Briggs (PRESENTER); Ann Marie Ryan (AUTHOR); Danielle M. Gardner (AUTHOR)

This study investigated whether interpretation of condescending explanations (AKA mansplaining) is gendered. Results showed that women (vs. men) perceived lower positive affect toward the condescender, lower metacompetence, and lower likelihood to want to work with the condescender again. Sexist attributions were stronger when the condescender was different gender for women but not for men.

Beyond Disclosure: Identity Manifestation in the Workplace (Poster - 111829)

Brittney Brinkley (PRESENTER)

Despite years of existing research, identity expression is continuously operationalized as the simple act of disclosure, thus ignoring the unique effects of behavioral expression and suppression of concealable stigmatized identities. These forms of expression are delineated and their unique effects on worker outcomes are explored. Implications for organizational D&I strategies are discussed.

Undervaluing the Disabled Employee: Effect of Disability on Perceptions of Potential (Poster - 111748)

Courtney Thomas (PRESENTER); Audra Paige Jensen (AUTHOR); Megan Kathryn Stricker (AUTHOR); Lisa Finkelstein (AUTHOR)

How social anxiety and performance influenced perception of potential was investigated. Using an experimental design, it was found that employees with a disability are viewed as possessing less cognitive ability, learning agility, typical intellectual engagement; no differences were perceived in social competence or developmental readiness. Prejudice against the disabled moderated the perceptions.

Improving D&I: Personality Predicts Inclusion Behaviors (Poster - 111844)

Chase Winterberg (PRESENTER); Jessica M. Walker (AUTHOR); Kimberly S. Nei (AUTHOR); Amber L. Burkhart (AUTHOR)

Inclusion fosters the benefits of diversity. Authors meta-analyzed personality, dark personality, and work value predictors of inclusive work behaviors. Results suggest that individuals more likely to engage in inclusive behaviors at work are those who are emotionally stable, agreeable, conscientious, tolerant, open-minded, trusting, humble, honest, sympathetic, and concerned about helping others.

Does Signaling Change Explain the Glass Cliff Effect for Black Women Leaders? (Poster - 110247)

Desmond W. Leung (PRESENTER); Paige R. Alenick (AUTHOR); Nicolette Ann Rainone (AUTHOR)

This study extended glass cliff literature by experimentally examining how Black women leader candidates are evaluated during organizational crises. A Black woman candidate was perceived as a greater signal of change compared to a White woman, especially when the preceding leader was of a different race. Implications are discussed for research and practice on diversity in leadership.

Is This Training for Her? Effects of Gendered Language on Entrepreneurial Training (Poster - 111644)**Liz Tracy (PRESENTER); Lori L. Foster (AUTHOR)**

Entrepreneurship is often stereotyped as a male endeavor, which can discourage talented women from pursuing small business ownership. This experiment tests whether people perceive agentic qualities as more important than communal qualities for success in an entrepreneurial training program and whether that perception can be altered by advertising the program in more communal terms.

The Role of White Support in Racial Minorities' Feelings of Inclusion and Retention (Poster - 111711)**Sam Cannon (PRESENTER); Jadvir Gill (PRESENTER); Dana L. Kendall (PRESENTER); Charlene Hack (PRESENTER)**

Authors developed a measure of White support for coworkers of color (WSCC) in which employees of color rated their White coworkers' openness to learning about sociocultural factors and their inclinations to demonstrate solidarity by promoting justice in the workplace. Results indicated that increased feelings of inclusion mediated the positive link between WSCC and intent to remain in their role.

Physician Racial Bias in Electronic Health Records: A Sentiment Analysis Approach (Poster - 111524)**Isabel Maria Bilotta (PRESENTER); Ayana Taylor (AUTHOR); Cui Tao (AUTHOR); Eden B. King (AUTHOR); Julie Thamby (AUTHOR); Scott Tonidandel (AUTHOR); Winston Liaw (AUTHOR); Yang Xiang (AUTHOR)**

In this novel, exploratory work, authors used natural language processing and found that, in encounters with racial and ethnic minorities (Black and Hispanic patients), physicians use language conveying negativity, fear, and disgust. If confirmed in future studies, these features could be used to make physicians aware of their subtle biases with the goal of reducing health disparities.

A Taxonomy of Challenging Cross-Cultural Situations in the Workplace (Poster - 111413)**Jennifer L. Klafehn (AUTHOR); Harrison J. Kell (AUTHOR)**

Though diversity can pose a challenge for organizations, it is not yet known which types of cultural situations are actually viewed by individuals as challenging. This study focuses on the development of

a taxonomy illustrating the different types of cultural situations cited as challenging by employees. Analysis of over 500 incidents yielded 9 categories of challenging cultural situations.

New Tower of Babel: Probing the Antecedents and Consequences of Linguistic Ostracism (Poster - 112000)**Julia N. Leone (PRESENTER); Kristin Sommer (AUTHOR)**

This investigation explored the antecedents and consequences of linguistic ostracism (LO), defined as situations in which people use language that others in their presence cannot understand. Findings from interviews (N = 24) and surveys (N = 171) suggest that LO mediated declines in citizenship behavior may be mitigated by way of improving diversity climate and/or changes in managerial actions.

Intersectionality of Immigrant Status and National Origin in Hiring Outcomes (Poster - 112037)**Josee Marie Alanis (PRESENTER); Ann Marie Ryan (AUTHOR)**

The roles of candidate immigrant status, national origin, and their interaction on hiring outcomes were examined in a modified resumé screening task. Immigrant candidates were rated lower on job evaluations than nonimmigrant candidates. National origin did not influence these results. Competence positively predicted evaluations, but had a stronger effect for immigrants than nonimmigrants.

Identity Work of Asian Americans to Counteract COVID-19 Racial Microaggressions (Poster - 111801)**Jennifer Y. Kim (PRESENTER)**

Using a grounded theory approach, it was found that Asians are experiencing a spike in racial workplace microaggressions, in the form of revival of the yellow peril trope, physical manifestations of bordering behavior, and interactions that make them feel misidentified. The data revealed that Asians used temporal identity work and agentic sensemaking to combat the threats to their identity.

Gender Pay Equity Statements and Their Effect on Applicant Perceptions (Poster - 112071)**Melanie Ward (PRESENTER); Lynn A. McFarland (AUTHOR)**

The authors propose a study, which examines pay equity statements and how they affect organizational attraction for male and female applicants through 3 different signals: salary expectations, fair pay perceptions, and diversity climate perceptions.

Measuring Gender Inclusion Climate Among Female Healthcare Providers (Poster - 111921)

Matthew I. Brown (PRESENTER); Charlotte Collins (AUTHOR)

Authors developed the Gender Inclusion Climate scale based on a sample of 703 female healthcare providers. This scale is short and assesses perceived inclusivity at multiple levels (work unit, supervisor, and executives). Providers reported greater inclusivity among direct leaders compared to executives. Climate ratings were also substantially correlated with important work attitudes and outcomes.

Tensions Between Confidentiality and Transparency in Sexual Harassment Investigations (Poster - 111783)

Adeline Grace Nelson (PRESENTER); Ann Marie Ryan (AUTHOR); Danielle M. Gardner (AUTHOR)

Given limited research on how workplace sexual harassment investigations are conducted, this study examined whether justice perceptions relate to experienced positive and negative affective outcomes, in line with literature on secondary victimization. Results underscored the importance of interpersonal justice as related to investigation confidentiality and negative affect.

Do Perceptions of Relocating Applicants Differ by Gender and/or Dual-Career Status? (Poster - 111984)

Nicolette Ann Rainone (PRESENTER); Logan L. Watts (AUTHOR)

This study examined the impact of applicant gender and dual-career status on simulated selection decisions for jobs involving relocation. Dual-career female applicants incurred the most penalties, particularly when examining subtle measures of discrimination. Implications are discussed to inform research and practice regarding obstacles faced by dual-career women in organizations.

Using Macro Archival Databases to Expand I-O Psychology Research (Poster - 111605)

N. Sharon Hill (PRESENTER); Herman Aguinis (PRESENTER); Josiah Drewry (AUTHOR); Sanjay Patnaik (AUTHOR); Jennifer Griffin (AUTHOR)

There have been persistent calls in industrial and organizational psychology to expand research from the individual and team to the organizational and higher level. Authors describe how archival databases containing macrolevel data can be used to meet these calls and to implement methodological best practices that are difficult to apply using typical I-O psychology data-collection approaches.

Development and Validation of the Diversity and Inclusion Climate Scale (Poster - 112126)

Nouran Sakr (PRESENTER); Leanne Son Hing (AUTHOR)

Across 5 studies, this research aims to develop and validate a new scale for workplace diversity climate. Relying on a novel conceptual framework and addressing past operational challenges, these studies provide evidence for the content validity and underlying factor structure of the new scale, as well as its convergent, discriminant, and criterion validity.

Getting a Seat at the Table: Examination of Race and Gender in Salary Negotiations (Poster - 111990)

Savannah Mae Price (PRESENTER); Elora Voyles (AUTHOR)

Authors examined how a negotiator's gender, race, and negotiation tactic affect perceptions of competence, hirability, and likability. Full-time workers were recruited through MTurk to complete an online questionnaire after viewing a negotiation video. Black candidates were found to be rated significantly less hireable and likable than White candidates.

Impact of Personality on Attitudes Toward Diversity Initiative Support (Poster - 112369)

Sana Lall-Trail (PRESENTER); Nicholas P. Salter (AUTHOR); Xiaowen Xu (AUTHOR)

Authors examined how Openness to Experience and Agreeableness predicted support for workplace diversity initiatives. Openness positively predicted existing support of diversity initiatives, but not potential support of initiatives, whereas Agreeableness positively predicted both types of initiative support. Diversity attitudes mediated the links between personality and initiative support.

Helpful or Harmful? Interactive Effects of Diversity Climate and Racial Harassment (Poster - 112134)

Taylor Kipp Hall (PRESENTER); Carolyn Pham (PRESENTER); Lindsay Y. Dhanani (PRESENTER)
 Authors examine the impact of diversity climate on the relationship between exposure to racial harassment and well-being and behavioral outcomes. Results suggest that higher diversity climate scores strengthen the relationship between experienced racial harassment and emotional exhaustion, CWB, and incivility, as well as the relationship between witnessed racial harassment and CWB and incivility.

Masculine Versus Feminine Leader Expression: Comparing Likability and Effectiveness (Poster - 111556)

Derek Moskowitz (AUTHOR); Diana R. Sanchez (AUTHOR); Tamara Skootsky (PRESENTER)
 This study compared responses to video vignettes of a male leader expressing masculine or feminine behaviors. Ratings revealed prototypical expectations for a masculine male leader, who was perceived as more likable and effective. Further, participant's ideologies of gender expectations and conformity expectations influenced rating tendencies as more positive versus more negative.

Exploring Occupation-Level O*NET Variables in Relation to Customer Sexual Harassment (Poster - 111473)

Valerie J. Morganson (PRESENTER); Kenzie Joy Hurley (AUTHOR); Wynn McGilberry (AUTHOR)
 Sexual harassment from customers in the workplace is an underresearched phenomenon that disproportionately affects women. Drawing from classical sexual harassment theory, this study examines objective predictors of customer sexual harassment (CSH) at the occupation level. Results are discussed in terms of contributions to the CSH literature and potential workplace interventions to reduce CSH.

**Poster Session (Occupational Health/Safety & Work/Family):
 4/4/2021 10:00 AM-10:50AM**

Recovery as a Situation: A Reconceptualization of Recovery From a Situational View (Poster - 111647)
Thomas Brent Ayres (PRESENTER); Jennifer M. Ragsdale (AUTHOR)

Authors reconceptualize the recovery process from a situational perspective using the 5 components of a situation outlined by Rauthmann and colleagues (2014). They identify how this conceptualization examines a holistic process whereby all important contributors to recovery are included. This conceptualization helps to refine and identify differences among recovery related constructs.

Recovery Behavior Tendencies: An Argument for the Inclusion of Personality (Poster - 111648)

Thomas Brent Ayres (PRESENTER); Brandon W. Jordan (PRESENTER)

Authors identified the gap in recovery theory for the integration of stable individual disposition. They provided a case for why personality traits should be included in the recovery process and tested the incremental prediction of recovery behavior tendencies by personality over and beyond strain and work stressors. Personality does play an important role in predicting recovery behavior.

Warning! Low Battery: Are We Talking About Your Phone, Resources, or Recovery? (Poster - 111651)

Thomas Brent Ayres (PRESENTER); Rusty Wilson (PRESENTER); Jennifer M. Ragsdale (PRESENTER)

Authors examined how employees use their cellphone during a weekend affects employee strain, resources, and recovery. They also examined moderating effects of mindful cellphone use and perceived connectivity norms. Cellphone use was an important predictor of strain, resources, and recovery, especially when connectivity norms are high; cellphone avoidance was effective for boundary management.

Do Something! The Impact of Abulic Leadership on Work-to-Family Conflict and Deviance (Poster - 112499)

Dustin Maneethai (PRESENTER)

Drawing on conservation of resources theory, authors examined an indirect process model in which abulic leadership, characterized as passive and indecisive leadership behaviors, influences follower counterproductive work behaviors through organizational constraints and work-to-family conflict. Analyses of data from 447 government employees revealed main effects and indirect effects.

Coping With Coronavirus: Employment and Health Changes for Hospitality Workers (Poster - 110239)

Alicia A. Grandey (PRESENTER); Kimberly A. French (AUTHOR); Gordon M. Sayre (AUTHOR)

Authors assessed health changes from before to after the pandemic lockdown in 141 hospitality employees. Half were put on leave, which had competing effects on health: more job insecurity which worsened mental health, but more relaxation improved physical health. Mastery improved mood and sleep; exercise did not predict health changes.

The Effect of Risk Perceptions on Individual Behavior in Times of COVID-19 (Poster - 112426)

Alexa J. Doerr (PRESENTER); Madison Christine Mahler (PRESENTER); Daniel J. Svyantek (PRESENTER)

Authors examined differences in risk perceptions and behavior during COVID-19. Indicative of normalcy bias, individuals who lived with someone who worked on site during the pandemic took longer to identify COVID-19 as a serious threat. Additionally, those who worked on site during the pandemic enacted more safety behaviors.

Break Interrupted: The Role of Work Break Interruptions in the Recovery Process (Poster - 112021)

Alyssa Michels (PRESENTER); Gary N. Burns (AUTHOR)

Authors examined the context in which breaks are taken by looking at the impact of interruptions to work breaks using an experience sampling methodology. The role effortful, preferred, and work-related breaks play in the on-the-job recovery process was explored. Results suggest interrupted breaks are less effective in both producing experiences of recovery and reducing negative affect.

Does the Plot Thicken or Twist? The Pandemic, Individual Differences, and Well-Being (Poster - 112165)

Andrea Cornelius (PRESENTER); Kristi N. Lavigne (AUTHOR); Matthew J. Grawitch (AUTHOR); Roger W.T. Gill (AUTHOR); Steve L. Winton (AUTHOR)

Authors investigated 3 individual differences in the context of COVID-19's impact on well-being: resilience, adaptivity, and remote work training (RWT). Resilience demonstrated more consistent associations with well-being than did the other 2 individual differences. Adaptivity and RWT, though, were important

predictors of impact on work and home life, both of which were antecedents to well-being.

Dual Jobholders and Stress: The Role of Segmentation and Compensation (Poster - 111427)

Bryan D. Edwards (AUTHOR); Josh M. Chappell (AUTHOR); Brian D Webster (PRESENTER)

Drawing from work-family interface research, authors extend segmentation theory to the employment arrangement of dual jobholders. Dual jobholders who segment their 2 jobs, and hold a second job as a compensation tactic, experience lower levels of stress at their primary job. Theoretical and practical implications of findings are discussed.

"Hey, Are You Busy Right Now?" Stressor Appraisals of Interruptions to Workflow (Poster - 111977)

Camille L. Wheatley (PRESENTER); Kristen Jennings Black (AUTHOR)

This session will explore the relationships between interruption characteristics and employee reactions. Domain, duration, and urgency of an interruption will be manipulated using a vignette design to determine the different effects on perceived energy and appraisals of resource threat. Findings are expected help organizations encourage good interruptions while discouraging depleting ones.

Is Mental Detachment From Work Necessary for Health? A Necessary Condition Analysis (Poster - 112179)

Clare L. Barratt (PRESENTER); Claire Elizabeth Smith (PRESENTER)

Research positions psychological detachment from work as a key strategy in protecting worker well-being from the harms of work stress. Stress theories conflict, however, regarding whether detachment is truly necessary for stress recovery to occur. This study uses necessary condition analysis to test whether psychological detachment is required for psychological and physical well-being.

Work Environment and Employees' Procrastination (Poster - 112137)

Nga Do (PRESENTER); Mansik Yun (AUTHOR); Terry A. Beehr (AUTHOR); Young-Kook Moon (AUTHOR)

This study tested a model that explains the mediating effects of attitudes and well-being on the relationship between work stressors and procrastination. Support

was found for part of the model, suggesting that hindrance stressors were significant predictors of employees' tendency to procrastinate at the workplace, with work-related fatigue mediating those relationships.

Being Mindful About Workaholism: Associations Between Workaholism and Mindfulness (Poster - 110253)

Gino Howard (PRESENTER); Rachel Williamson Smith (AUTHOR); Nicholas J. Haynes (AUTHOR); Malissa A. Clark (AUTHOR)

Authors examined the relationship between mindfulness and workaholism, as mindfulness may be a potential solution to combatting workaholism. Workaholism and mindfulness are hypothesized to be negatively related, and the cognitive and emotional dimensions of workaholism would predict mindfulness beyond the behavioral and motivational dimensions. Hypotheses were partially supported.

Feel the Pain: Job Insecurity's Link to Opioid and Related Substance Use (Poster - 112238)

Gwendolyn Paige Watson (PRESENTER); Robert R. Sinclair (AUTHOR)

Using a prospective study design, this study tested job insecurity as a predictor of opioid and related substance use (e.g., prescription stimulants, sedatives). Results indicated significant relationships for street opioids, prescription stimulants, and sedatives and for economic dependency as a moderator. Findings provide both theoretical and practical implications.

Unpacking the Burnout Phenomenon: Understanding Daily Influences on Burnout Over Time (Poster - 111705)

Katrina A. Burch (AUTHOR); Emily Houk (PRESENTER); Janet L. Barnes-Farrell (AUTHOR)

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

Personality Types Attracted to Challenge Demands or Hindrance Demands (Poster - 111803)

Kevin J. Eschleman (PRESENTER); Angela Hua (AUTHOR); Leila Jimeno Jimenez (AUTHOR); Sanyukta Singh (AUTHOR)

Using both self- and other-reports of personality, authors test if applicants' personality traits predict their attractiveness to work environments high in either challenge demands or hindrance demands. Results indicate that applicants higher in resilience-oriented personality traits (e.g., hardiness, positive affectivity, openness) may be predisposed to choose healthier work environments.

Exercise Mediates the Beneficial Effect of Job Autonomy on Body Mass Index (Poster - 111557)
Alyssa Bardin (AUTHOR); Claire Burnett (PRESENTER); Keaton A. Fletcher (AUTHOR)

The study examined the effects of job autonomy on BMI as mediated by exercise and moderated by demands. Authors ran analyses with the National Survey of Midlife Development in the United States (MIDUS 1) dataset to explore the relationship. Results suggest that autonomy is associated with more frequent exercise, which is linked to a lower BMI, but demands did not have a moderating effect.

Understanding Skills Instability for a Changing World of Work (Poster - 112102)

Ki Ho Kim (PRESENTER); Matthew S. Prewett (AUTHOR); Ye Ra Jeong (AUTHOR)

Employees face constant need to develop job-related skills due to changing world of work. To assess the extent of employees' perception of skill changes and outcomes that follow, we developed and validated the Skills Instability Scale. Results suggested that employees perceive frequent skill changes that lead to either positive or negative job outcomes based on how Skills Instability is appraised.

Exploring Health and Safety in the Gig Economy With TaskRabbit Workers (Poster - 111709)

Kiplin Nichole Kaldahl (PRESENTER); Molly Katharine Tran (AUTHOR); Tori L. Crain (AUTHOR)

Workers are increasingly accepting work through the online gig economy, raising concerns about health and safety. Qualitative video interviews were used to examine the health and safety experiences of workers who perform local and in-person labor services through a platform called TaskRabbit. The findings shed light on the health and safety concerns found in TaskRabbit work.

Understanding Natural Disaster Resilience in Hospitality Organizations (Poster - 112323)

Kristin A. Horan (PRESENTER); Blake Scott (AUTHOR); Ahlam Farzan (AUTHOR); Jennifer Marshall (AUTHOR); Anthony Masys (AUTHOR); Mindy K. Shoss (AUTHOR); Adriana Campos (AUTHOR); Steve M. Jex (AUTHOR); Lida Orta-Anés (AUTHOR)

Resilience is important for individuals, organizations, and communities following adverse events such as natural disasters. Focus group data collected from hospitality employees in San Juan, Puerto Rico following Hurricane Maria, emphasizes the importance of accounting for predictors of resilience on multiple interconnected levels within a system.

Speak Up! Traumatic Events, Burnout, and Safety Voice in Nurses (Poster - 111654)

Natalie Armenteros (PRESENTER); Valentina Bruk-Lee (AUTHOR); Archana Manapragada Tedone (AUTHOR); Laura Heron (AUTHOR); Arieana Thompson (AUTHOR)

Nursing is an incredibly stressful occupation, given frequent exposure to patient-related stressors such as suffering and morbidity. This study examined the impact of patient deaths on safety voice in nurses (N = 146). Using the job demands-resources model as a framework, burnout mediated the relationship between traumatic events and safety voice. Implications and limitations are discussed.

What's Getting in Your Way? Examining the Validity of a New Constraints Scale (Poster - 112076)

Nathan A. Bowling (PRESENTER); Jesse S. Michel (AUTHOR); Michael A. Rotch (AUTHOR); Md Rashedul Islam (AUTHOR)

Organizational constraints, which are events or conditions within one's workplace that interfere with effective job performance, are a widely studied type of work stressor. This study examines of the Multi-Facet Organizational Constraints scale as a predictor of several important employee outcomes, including job satisfaction, organizational commitment, and counterproductive work behavior.

High Involvement Work Practices and Musculoskeletal Disorders: A Mediation Model (Poster - 111561)

Paige R. Alenick (PRESENTER); Zhiqing E. Zhou (AUTHOR); Paul E. Spector (AUTHOR); Monika E. von Bonsdorff (PRESENTER); Sinikka Vanhala (AUTHOR)

Using multilevel data from employees in the metal trade and retail industries, authors examined a serial mediation model for the indirect effect of high involvement work practices (HIWP) on employee musculoskeletal disorders (MSDs). Results indicated that HIWP positively predict perceptions of job control and procedural justice that negatively predict MSDs via emotional exhaustion.

A Meta-Analytic Review of Trait Mindfulness and Workplace Safety (Poster - 110249)

Zihan Liu (PRESENTER); Erica Baranski (AUTHOR); Galen Snyder (AUTHOR); Kevin Hoff (AUTHOR); Rhona H. Flin (AUTHOR); Olusegun Babalola (AUTHOR); Evonzia Jeff-Eke (AUTHOR)

This meta-analysis examined the extent to which trait mindfulness is associated with workplace safety. Findings revealed that trait mindfulness was robustly, positively related to workplace safety ($r = .38$). Moderation analyses further showed that the correlation between mindfulness and safety was strongest for cognitive failure outcomes, followed by safety behaviors and safety events.

Supporting New Bus Operators' Health and Job Success: An Onboarding Intervention Pilot (Poster - 112385)

Ryan Olson (PRESENTER); Talya N. Bauer (AUTHOR); Brad Wipfli (AUTHOR); W. Kent Anger (AUTHOR); Todd Bodner (AUTHOR); Peter Graven (AUTHOR); Sean Palmer Marquardt Rice (AUTHOR); Leah S. Greenspan (AUTHOR)

This study piloted a 9-month intervention to prevent weight gain and support the job success among new bus operators (n=23) during onboarding. The intervention, including training sessions and online challenges, produced a -6.59 lb difference relative to control. Health behavior effects were mixed. Results suggest preliminary evidence for intervention efficacy, informing a planned future RCT.

Shielding Nurses From Burnout: Exploring Empowerment, Resilience, and Engagement (Poster - 111328)

Alicia Stachowski (AUTHOR); Mihyang An (AUTHOR); Madison Marie Durand (PRESENTER)

107 midwestern nurses completed a survey about their experiences. The results supported the prediction that psychological empowerment and resilience had a direct negative relationship with nurses' overall

experience of burnout. Additionally, employee engagement mediates the relationships between psychological empowerment and resilience on burnout. Implications of these results are discussed.

Effects of Resiliency on Perceptions of Adversity, Health, and Health-Related Goals (Poster - 111956)

Thomas E. Becker (PRESENTER); Ram Govindu (AUTHOR); Eric Hodges (AUTHOR)

Authors propose that resiliency influences physical health through perceptions of adversity and indirectly affects commitment to health goals. Model was tested with 2 samples of U.S. veterans and family members. The model fit the first sample well and was cross-validated with the other samples. Resiliency had direct and indirect effects, demonstrating its key role in post-military adjustment.

Physical Activity as a Buffer Against Work Stressors Among Graduate Students (Poster - 111584)

Trevin Glasgow (PRESENTER); Bernard Fuemmeler (PRESENTER); Scott Geller (PRESENTER)

Authors measured work stressors, mental health, productivity, and physical activity in a sample of graduate students. Role conflict, role ambiguity, and work overload were associated with increased mental health problems, but findings were mixed for productivity. Physical activity emerged as a moderator by “protecting” graduate students from negative effects of role conflict and role ambiguity.

Mistreatment Characteristics and Their Effect on Sleep: A Critical Incident Study (Poster - 111664)

Wheeler Nakahara (PRESENTER); Eram Noor Syed (AUTHOR); Magali Scotto (AUTHOR); Michael DiStaso (AUTHOR); Steve M. Jex (AUTHOR)

Authors investigated the effect of mistreatment characteristics (severity, visibility, consensus, and intent to harm) on sleep problems through intrusive rumination using a multiwave critical incident method. Results indicated severity and visibility predicted intrusive rumination. These 2 characteristics had a significant indirect effect on future sleep problems through intrusive rumination.

Family-to-Work Conflict and Incivility: The Role of Affect and Supervisor Behaviors (Poster - 112189)

Wiston Rodriguez (PRESENTER); Elizabeth Weglarz (AUTHOR); Kaitlin Ann Busse (AUTHOR); Xinxuan Che (AUTHOR); Zhiqing E. Zhou (AUTHOR)

Using a 3-wave design, this study found that family-to-work conflict positively predicted instigated incivility through negative affect. In addition, family supportive supervisor behaviors mitigated the effect of family-to-work conflict on negative affect. These findings extend the understanding of how employees work–nonwork experiences may influence their behaviors in the work domain.

Telework, Self-Control and Work–Home Transitions During the COVID-19 Pandemic (Poster - 112295)

Ilknur Özalp Türetgen (AUTHOR); Ferhat Ayyıldız (AUTHOR); Mahmut Bayazit (PRESENTER); Jülide Ece Kosova (AUTHOR)

Authors examined the separate and joint roles of telework frequency and self-control on work–home transitions over 8 weeks using data from 163 Turkish employees. Findings indicate telework frequency positively predicts transitions in both directions, but trait self-control negatively predicts home-to-work transitions only. Predicted interaction between telework and self-control was not supported.

**Poster Session (Leadership & Coaching):
4/14/2021 10:00 AM-10:50AM**

Leadership During COVID-19: An Examination of Supervisory Leadership and Gender (Poster - 111319)

Connor Eichenauer (PRESENTER); Ann Marie Ryan (AUTHOR); Josee Marie Alanis (PRESENTER)

Authors examined supervisors’ management of work from home arrangements, essential worker safety, and workforce reductions during COVID-19. Communitarity was more important to employees and more related to competence and likability evaluations than agency. Men and women were equally communal, but evaluations of women’s competence were more related to their display of communal behaviors than for men.

What Employees Most Want From Managers: Preferences by Gender, Age, and Job Level (Poster - 111437)

Connor Eichenauer (PRESENTER); Jack W. Wiley (PRESENTER)

Prior global research identified 8 attributes employees most want in their managers. This study examines if preferences for these attributes differ by employee gender, age, and job level. Although results indicate preferences are relatively consistent, some differences emerged, supporting situational and contingency leadership theories.

Emotion, Channeling Behavior, and Goal Discrepancy Effects on Leader Charisma (Poster - 111780)

Alexander Brunot (PRESENTER); Divya Patel (AUTHOR); Shane Connelly (AUTHOR)

An experiment was conducted utilizing a new definition of leader charisma—one free from the empirical problems that have plagued usual definitions—to examine the effects of different discrete emotions, leader channeling behavior presence, and size of leader goal discrepancy on follower perceptions of leader charisma, performance, and trust in the leader.

Measuring Attachment for Leadership Development (Poster - 111806)

Andrea Veech (PRESENTER); David W. Bracken (PRESENTER); Brian Esterling (AUTHOR); Rita Ann Westermann-Bolton (AUTHOR)

Three phases of research based on attachment theory were conducted to establish the content, convergent, and discriminant validity of the Relationships at Work Questionnaire (RWQ). The measure was used with 109 organizational leaders in Phase 3. Results indicated a positive, significant correlation between secure attachment and global trait emotional intelligence.

Charismatic Leadership, Followers' Characteristics, and the Response to COVID (Poster - 111641)

Ashita Goswami (AUTHOR); Thomas Rigotti (AUTHOR); Chris Giebe (PRESENTER)

Followers' characteristics perception of COVID-19 as a crisis and political ideology moderate the effects of Merkel's charismatic leadership on safety behaviors during the pandemic. Authors investigated a 3-way interaction on a sample of 228 Germans. Findings show that perception of crisis and political ideology interacted and moderated the charismatic leadership and safety behaviors relationship.

Influence of Emotions, Values, and Climate on Follower Perceptions and Performance (Poster - 112122)

Divya Patel (PRESENTER); Alexander Brunot (AUTHOR); Shane Connelly (AUTHOR)

The impact of leader displays of emotions and contextual variables were examined on followers' perceptions of charisma, leader trust, and performance. Findings reveal a differential impact of leader emotions on different outcomes, highlight the role of organizational climate for leader trust, and emphasize the importance of considering interactive effects for perceptions of charisma.

Developing Leaders Through Sexual Violence Prevention Peer Education (Poster - 111762)

David M. Wallace (PRESENTER); Barbara Cyr-Roman (AUTHOR); Judith Rosenstein (AUTHOR)

Authors proposed that sexual assault prevention educators would experience an increase in emotional intelligence and a decrease in public speaking anxiety, both of which have been previously tied to leader emergence and effectiveness. This development would influence the peer educators' growth as leaders. A quasi-experimental research design to test the hypotheses was employed.

Taking Stock of Theory in Leadership Development: A Consilience Analysis Approach (Poster - 111685)

Elizabeth Weglarz (PRESENTER); Logan L. Watts (AUTHOR); Luke P. Kayga (AUTHOR)

Leadership development is critiqued due to its lack theory and insufficient evidence-based programs. This paper shares a novel approach to address these critiques: a consilience analysis to bridge leadership and adult development/learning literatures to understand theory in leadership development. This approach can expand scientific understanding and application of leadership development.

Leadership Feedback Deprivation: Are High Flyers Flying Blind? (Poster - 112109)

Erica Sutherland (PRESENTER); Richard D. Goffin (AUTHOR); Kevin M. Doyle (AUTHOR); Rebecca J. Factor (AUTHOR); Kabir Daljeet (AUTHOR); Justin Feeney (AUTHOR); Julie J. Carswell (AUTHOR)

This study examined the narrative feedback that leaders received as part of a multisource feedback assessment. Findings indicated that high performing leaders were more likely to experience feedback

deprivation than their low-to-average performing peers. This effect was found among ratings provided by supervisors, peers, and direct reports. Implications and recommendations are discussed.

Leadership in the Face of Threat: Directive Leadership in Response to Brexit (Poster - 111595)

Hein Wendt (PRESENTER); Wout de Vries (AUTHOR); Harry Garretsen (AUTHOR); Janka Stoker (AUTHOR)

Authors studied the leadership response following the referendum vote in the United Kingdom to leave the European Union. By applying the threat-rigidity hypothesis to the field of leadership predictions on the response of individual leaders to the macro-level threat of Brexit were made. The outcome of the referendum caused an increase in directive, but not on participative behaviors.

Exploring the Effects of Gender and Societal Culture on Leader Bottom-Line Mentality (Poster - 111914)

Katrin Riisla (PRESENTER); Mayowa Babalola (AUTHOR); Martin C. Euwema (AUTHOR); Hein Wendt (PRESENTER)

This large multicultural study shows that leader bottom-line mentality (BLM; i.e. unidimensional pursuit of organizational results no matter what) is a global phenomenon and prevalent in all industries. It is present especially in collectivistic cultures, which is consistent with cultural expectations of leadership. As expected, female leaders show less BLM than male leaders.

Does Perceptual Congruence Between Older Employees and Leaders Matter? (Poster - 111509)

Julia S. Finsel (PRESENTER); Laura Venz (AUTHOR); Anne M. Wöhrmann (AUTHOR); Max Reinhard Wilckens (AUTHOR); Juergen Deller (AUTHOR)

Authors examined the role of perceptual congruence using a dyadic sample of 484 older employees and leaders from 100 organizations. Findings indicate that leader–employee perceptual (in)congruence regarding age-friendly organizational practices matters for older employees' civic virtue behavior beyond the employees' individual perceptions alone.

Motivated Interpersonal Emotion Regulation in Leadership (Poster - 111441)

Julianna J. Walsh (PRESENTER); Katrina Piccone Merlini (PRESENTER)

A self-regulatory approach to leader–follower interpersonal emotion regulation (IER) examined the hierarchical relationship among leader motives in IER, desired emotions for followers, and IER strategies. Emotion goals for leader motives were significantly predicted and mostly consistent with expectations, and IER strategies perceived effective at eliciting desired emotions were identified.

Sink or Swim: Maximizing the Impact of 360° Feedback in Leader Development (Poster - 112351)

Leah Ellison (PRESENTER); Lisa A. Steelman (AUTHOR); Stephen F. Young (AUTHOR)

A leader's feedback environment (FES) is proposed to prepare leaders for a 360-degree feedback leadership development program (360 LDP). Feedback orientation (FBO) and self-awareness (SA) are proposed to interact with a favorable FES to result in better post-program outcomes. Results suggest that FES, FBO, and SA, as well as the interaction between FES and SA predicted positive 360 LDP outcomes.

Will Old Habits Die Hard? An Outlook on Leadership Development (Poster - 111784)

Luke P. Kayga (PRESENTER); Logan L. Watts (AUTHOR); Elizabeth Weglarz (AUTHOR)

Amid ongoing crisis conditions due to COVID-19, organizations must consider how to continue developing effective leaders who will help them navigate through current and future challenges. In this paper, the best practices in leadership development are reviewed, and how these practices need to adapt in order to remain viable in an increasingly virtual work environment are discussed.

Leader Sensemaking in Response to Crisis: Consequences and Insights From COVID-19 (Poster - 111618)

Kelsey E. Medeiros (PRESENTER); Matthew P. Crayne (AUTHOR); Jennifer A. Griffith (AUTHOR); Jay H. Hardy (AUTHOR); Adam Damadzic (AUTHOR)

COVID-19 manifests as a ubiquitous problem for world leaders to address. Through the CIP model of leader sensemaking, authors find that different approaches to sensemaking from world leaders precipitated differential public health outcomes. Moreover, some leaders were able to adjust their sensemaking style in response to poor results. These relationships vary as a product of leader gender.

Driven to Succeed, or to Leave? The Variable Impact of Self-Leadership in Gig Work (Poster - 111596)

Matthew P. Crayne (PRESENTER); Alice M. Brawley Newlin (AUTHOR)

The nature of digital gig work is inherently leaderless; thus, self-leadership may be a necessary behavioral tendency for success in gig work. Self-leadership is positively associated with both well-being and turnover intention among rideshare drivers, but these associations are moderated by levels of financial precarity and job satisfaction.

Impact of Race, Gender, and Anger on Ratings of Leader Effectiveness and Likability (Poster - 111814)

Nalini Puri (PRESENTER); Tina L. Pham (AUTHOR); Lucas Chen (AUTHOR); Frank Shu (AUTHOR); Roya Ayman (AUTHOR)

This study examines 160 participants who rated leader's effectiveness and likability when a leader expressed anger. Results show that participant race had a significant effect on perceived leadership effectiveness and likability. However, leader's characteristics did not influence outcome ratings. Practical implications are discussed.

The Relationship Between Follower Personality and Ethical Leadership Ratings (Poster - 111339)

Alice Pyclik (PRESENTER); Debra Steele-Johnson (AUTHOR); Maria Alejandra Flores (AUTHOR); Aaron Buchanan (AUTHOR)

Research on leader-follower agreement on ethical leadership has focused on leader antecedents of ethical leadership ratings. Authors expanded this research to include follower antecedents using the mere exposure effect as a theoretical framework. When followers are dispositionally inclined to interact with their leaders, they rate their leaders higher on ethical leadership.

Examining Different Trajectories of Abusive Supervision and Its Consequences (Poster - 110143)

Riki Takeuchi (AUTHOR); Ryan Scott Teschner (AUTHOR); Nan Guo (PRESENTER)

In this study, using data collected over 3 months (3-wave longitudinal data) from 291 full-time employees in the U.S., the growth mixture modeling analyses reveal the existence of 4 subgroups (or classes) with 4 different trajectories, which exhibit distinct relations with (between-person) behavioral consequences

(organizational citizenship behaviors and workplace deviance).

Hire Education: A Meta-Analytic Review of Interview Coaching Effectiveness (Poster - 112389)

Rachel Whitman (PRESENTER); Michael A. Rotch (PRESENTER)

Authors examined the impact of formal interview coaching on hiring-related outcomes across 23 studies. Results support the effectiveness of such training in improving job interview performance ($p=.65$) as well as increasing the extension of job offers ($p=.35$). Both applicant age and time spent training moderated the effectiveness of coaching.

The Manifestation of Leader and Collective Performance Over Time (Poster - 110110)

Robert Martin (PRESENTER); Yingjun Dong (AUTHOR); Colleen Jane Standish (AUTHOR); Jason Marshall (AUTHOR); Francis J. Yammarino (AUTHOR); Shelley Dionne (AUTHOR); Hiroki Sayama (AUTHOR); Gregory A. Ruark (AUTHOR); Samantha England (AUTHOR); Tanner Newbold

Leader and collective processes may change in importance over the course of a mission or task. Collectives of 4–10 people played either a military or business simulation. A number of collective leadership and planning processes were assessed over time. It was found that leaders must set the conditions for collective performance prior to starting a mission or task. Findings are discussed.

Planning and Collective Leadership: Performance on a Business Simulation (Poster - 111518)

Samantha England (PRESENTER); Yingjun Dong (AUTHOR); Colleen Jane Standish (AUTHOR); Shelley Dionne (AUTHOR); Hiroki Sayama (AUTHOR); Francis J. Yammarino (AUTHOR); Gregory A. Ruark (AUTHOR); Robert Martin (AUTHOR); Tanner Newbold (AUTHOR); Erin Michelle

The impact of planning on collective performance was examined through a business simulation game. In addition, the influence of collective attributes on planning performance was investigated. Results highlight the importance of planning for collective performance as well as indicate key attributes of collective leadership that contribute to planning.

Building Positive Team Climates: The Interaction of Leader and Work Characteristics (Poster - 112609)

James Bywater (PRESENTER); Sarah A. Hezlett (PRESENTER); James Lewis (PRESENTER); Ann-Marie Smith (PRESENTER)

Research previously has examined individual attributes that foster leaders' work engagement. Studies have found relationships with the Big 5 traits but also observed that leaders have high levels of engagement. The challenge for leaders is thus to inspire others. This research examines the leader characteristics and work conditions that create a positive climate, enabling their teams to thrive.

The Evolution of Leadership Practices During the COVID-19 Pandemic (Poster - 112184)

Crystal Smith (PRESENTER); Evelyn E. Rogers (PRESENTER); Gregory Moise (PRESENTER)

This study examined the frequency of leadership practices used during, compared to before, the COVID-19 pandemic. Findings reveal 5 specific practices used more frequently, whereas others were used less frequently. This crisis, when assessed against past crises, requires unique leadership but also to be aware of fundamental leadership practices that may become challenge areas.

What Happens When the "Cup Is Full": Self-Efficacy Change in Leadership Training (Poster - 112263)

Sharon Ward (PRESENTER); K. Yee Ng (AUTHOR)

Authors examine the role of self-efficacy change in leadership training effectiveness. Interviews with 100 leadership training participants from 28 countries reveal 5 distinct participant profiles based on configurations of their pretraining self-efficacy, retrospective posttraining self-efficacy and reactions to training. They present a model and discuss theoretical and practical implications.

A Process-Pattern Model of Personality and Leader Behaviors Across Gender and Level (Poster - 111943)

Steven Zhou (PRESENTER); Jessie Cannon (PRESENTER); Peter Joseph McEachern (PRESENTER); Stephen J. Zaccaro (AUTHOR); Philseok Lee (AUTHOR)

This study presents a unique process-pattern approach to understanding the relationship between personality and leader behaviors. Using data from 516 middle and senior managers in the US, 4 latent classes of managers were identified across 6 key leader behavior measures. Class membership was differentially

predicted by Big 5 personality traits and gender but not level in the organization.

How Follower Personality Shapes Perceptions of Leader Anger?: Attachment Perspective (Poster - 110232)

Yeong-hyun Hong (PRESENTER); Peter D. Harms (AUTHOR)

Authors hypothesized that followers' anxious and avoidant attachment styles are differentially associated with internal, external, and relational attributions of the leader anger, which in turn predict avoidance, revenge, and relationship improvement intentions as responses to the leader anger. The event recall study with 167 full-time employees showed some supports for the research hypotheses.

Poster Session (Selection/Assessment & Employee Withdrawal/Retention):

4/14/2021 11:00 AM-11:50AM

Validating a Novel Image-Based Assessment of Personality (Poster - 112376)

Airlie Hilliard (PRESENTER); Theodoros Bitsakis (AUTHOR); Sonia Cristina Codreanu (AUTHOR); Cari L. Gardner (AUTHOR); Franziska Leutner (AUTHOR)

A forced-choice, image-based assessment of the Big 5 personality traits was created and validated. In Study 1, a bank of 281 items was created and the 150 best performing were selected. In Study 2, machine learning based predictive scoring algorithms were created for each trait and tested for convergent validity ($r = .50$ to $.75$), test-retest reliability ($.55$ to $.75$), and adverse impact.

How Job Autonomy Affect Relationships Between Work-Family Conflict and Withdrawal? (Poster - 112284)

Junyan Hou (PRESENTER); Shu Da (PRESENTER); Xichao Zhang (PRESENTER); yuying wei (AUTHOR)

Authors examined the effects of emotional exhaustion and job autonomy from work-family conflict to work withdrawal behaviors. Results show that emotional exhaustion plays a mediating role between work-family conflict and work withdrawal behaviors. Unlike expectations, job autonomy enhances the impact of emotional exhaustion on work withdrawal behaviors.

Using Narratives or Numbers in Performance Predictions: Confidence and Validity (Poster - 111484)
Susan Niessen (PRESENTER); Edgar E. Kausel (AUTHOR); Marvin Neumann (AUTHOR)

Authors investigated the effect of information format (narrative/rating) and rating source (self/other) on confidence, predictor weighting, and predictive accuracy in performance predictions. Some evidence was found that information presented in narrative form was weighted more heavily than numeric information, but no differences in confidence or accuracy depending on information format or source.

Increasing Perceived Organizational Support: Can Integrated Succession Plans Help? (Poster - 112212)
Adira Romanoff (PRESENTER); Catherine S. Daus (AUTHOR)

Authors examined the relationship between succession planning and perceived organizational support (POS) including 3 moderating variables: organization type, organization size, and knowledge of succession plan. Findings indicate that integrated succession plans positively shape employee POS, underscoring the importance of strategic succession planning, which will demonstrate support for employees.

Employee Career Development and Turnover: A Moderated Mediation Model (Poster - 111774)
Alper Kayaalp (PRESENTER); Ryan Kasdorf (PRESENTER)

As employee turnover continues to be a major concern for organizations, there is increasing evidence that providing development opportunities can be an effective intervention to decrease voluntary turnover. A moderated-mediation model is developed and tested, whereby the relationship between employee perceptions of development and intent to stay is mediated by job satisfaction.

Too Old or Too Young? When Job Ads Discourage Job Seekers to Apply (Poster - 112272)
Aylin Koçak (PRESENTER); Claudia Rooman (AUTHOR); Eva Derous (AUTHOR)

Qualification-based targeted recruitment aims to attract qualified job seekers but does not consider how older/younger job seekers perceive person requirements in job ads. Person requirements that older job seekers have negative metastereotypes about resulted in lower self-efficacy and in turn lower

application behavior for older job seekers. These effects were not found among younger job seekers.

Automated Online Reference Checks: A Review and Empirical Investigation (Poster - 111880)
Fletcher Wimbush (PRESENTER); Brent Anthony Stevenor (AUTHOR); Weston Beck (AUTHOR); Michael J. Zickar (AUTHOR)

Automated online reference checks (AORCs) are a new, standardized reference check tool. To investigate the utility of AORCs, authors addressed a series of research questions using data from an AORC system. Supervisors gave the most critical references, no sex biases were present, and the qualitative and quantitative ratings shared a positive relation.

Defining and Measuring Job Desperation and Its Antecedents (Poster - 112043)
Brent Anthony Stevenor (PRESENTER); Michael J. Zickar (AUTHOR)

Authors operationally defined and developed scales for job desperation and 3 antecedents. Results suggest that job desperation is influenced by pressure from oneself, finances, and family and peers. Additionally, job desperation was strongly positively related to job search behavior. Implications and next steps to validate these new scales are discussed.

Mindset Theory: Null Effects in Organizational Contexts (Poster - 112080)
Francoise Cadigan (PRESENTER); Giverny De Boeck (PRESENTER); Dara Hysmith (PRESENTER)

This research uses 4 empirical studies to empirically test Heslin's (2009) proposition that managers' mindsets should influence their appraisals of employee potential. Findings suggest that organizational mindsets may be the strongest influence in managers' appraisals of employee potential. Findings challenge the theory of mindsets in organizational contexts.

Validity Evidence for Game-Based Assessments of Spatial Reasoning in Virtual Reality (Poster - 111454)
Erik Weiner (PRESENTER); Diana R. Sanchez (AUTHOR); John Majoubi (AUTHOR)

Authors explored convergent, divergent, and criterion-related validity evidence for scores on 3 VR games as indicators of 3 respective spatial reasoning subfactors. Results show meaningful similarities between VR measures and traditional assessment scores, which

warrant future research on the assessment capabilities of VR games and other GBAs as potential indicators of individual differences.

Passive Leadership as a Predictor of Turnover Intention via Job Insecurity (Poster - 111953)

Ethan James Ray (PRESENTER); Xinxuan Che (AUTHOR); Zhiqing E. Zhou (AUTHOR)

Authors examined the effect of passive leadership on turnover intention through job insecurity and explored the potential buffering effect of affective commitment. Passive leadership had a significant indirect effect on turnover intention through job insecurity. Affective commitment did not significantly buffer the relationship between job insecurity and turnover intention.

Video Resumes and Discrimination Against Older Applicants: More Fear Than Reality? (Poster - 112124)

Eva Deros (PRESENTER); Annemarie Hiemstra (AUTHOR); Aylin Koçak (AUTHOR)

Two experimental studies among 292 real recruiters investigated the potential discriminatory nature of video resumes against older aged applicants compared to their younger counterparts and paper resumes. Despite legal concerns, findings showed that video resumes might be a relatively fair tool if recruiters do not hold old-age stereotypes, lending no support for the discrimination hypothesis.

Employee and Employer Support Over Time in the Supreme Court (Poster - 112030)

Jorge Lumbreras (PRESENTER); Brian J. Hoffman (AUTHOR); Neal Outland (AUTHOR); Sierra René Stryker (AUTHOR)

Authors examined basic support for employers and employees in the employment law realm through Supreme Court amicus briefs collected from 1990-2015. Findings indicate that more amicus briefs are written to support employees, with no differences across time, $F(20, 230)=1.39, p=.130$, in terms of briefs written for employers or employees.

Why Are Women Leaving STEM? An Examination of Workplace Rivalry (Poster - 111840)

Joseph Regina (PRESENTER); Tammy D. Allen (AUTHOR)

Using social comparison theory as a framework, the relationships of workplace rivalry to job and STEM

workforce turnover intent as well as to perceived competence and imposter syndrome were examined. Results show that having a rival, and perceiving oneself as losing to a rival, are related to undesirable outcomes. Implications for STEM jobs are discussed.

Interviews From Scratch: Individual Differences in Writing Interview Questions (Poster - 111730)

Lauren Wegmeyer (PRESENTER); Angelia Yvonne Delacruz (PRESENTER); Andrew Speer (AUTHOR); Andrew P. Tenbrink (AUTHOR); Rouan Salim (AUTHOR)

This study examined relationships among interview question preference, generated interview questions, general mental ability (GMA), and social aptitude. Those who were skilled in identifying effective interview questions were also able to write effective interview questions, and this was related to GMA and social aptitude within and across jobs.

Perceived Fairness of Personality Tests: The Effect of Format, Order, and Neuroticism (Poster - 112415)

Robert Loy (PRESENTER); Anita Pai (PRESENTER); Katherine Klein (PRESENTER); Matthew S. Prewett (AUTHOR)

A within-persons design was used to assess fairness reactions to both forced-choice and Likert-type personality tests. Undergraduates rated their fairness reactions of personality tests based on a job application vignette. Participants rated the forced-choice test less favorably, but this effect was stronger if the forced-choice test was taken second or if the participant was low in Neuroticism.

Investigating the Validity of Brainteaser Interview Questions (Poster - 110283)

Marie Childers (PRESENTER); Samuel T. McAbee (AUTHOR)

Participants were randomly assigned to 1 of 3 brainteaser question conditions to test whether scores would predict participants self-rated job performance beyond traditional measures. Brainteaser interviews are predictive of applicant characteristics through their covariation with other selection assessments and applicants have negative reactions when asked brainteaser interview questions.

Sector Attraction: Discrepancy Theory Versus Public Service Motivation Across Ages (Poster - 111831)

Michael Dunn (PRESENTER); Nicole M. Rogers (PRESENTER); Kevin Nolan (AUTHOR)

The majority of research in the literature relating to what attracts people to work sectors focuses on PSM. This study builds on a 2016 SIOP submission and examines discrepancy between actual and should beliefs regarding how much various job sectors contribute to society as a predictor of job sector attraction. Age is included as a moderator, and comparisons are made to PSM as a predictor.

Better Off Alone? The Embeddedness–Organizational Politics Interaction and Withdrawal (Poster - 112057)
Young-Kook Moon (PRESENTER); Kimberly E. O'Brien (AUTHOR); Kyle Joseph Mann (AUTHOR)

Organizational politics might be more threatening or stressful to employees who are more embedded; however, embedded employees are generally less likely to quit. Data from 1179 South Korean employees indicate that job embeddedness interacts with organizational politics to predict turnover intentions and job search behavior, possibly as a form of withdrawal-based coping

Applicant Reactions to Personal and Professional Social Media Screenings (Poster - 111653)

Natalie Armenteros (PRESENTER); Aniqah Hatem (AUTHOR); Chockalingam Viswesvaran (AUTHOR); Laura Heron (AUTHOR)

This study examined how social media screenings as part of a selection process influence applicant reactions and the moderating role of self-monitoring. Results indicated that applicants have unfavorable reactions to personal social media screenings and self-monitoring had differential effects on applicant reactions. Implications and limitations are discussed.

Applicant Reactions to LinkedIn in Recruitment and Selection (Poster - 110281)

Joseph Ostrowski (PRESENTER); Mark S. Nagy (PRESENTER)

Applicant reactions, organizational attraction, and the use of LinkedIn in recruitment and selection were studied. Results indicate a preference for LinkedIn over Facebook, no consistent preference among LinkedIn and no social network site, and a preference for active over passive LinkedIn recruitment.

Applicant Reactions to AI-Based Selection: A Double-Edged Sword (Poster - 111671)

Riley Hess (PRESENTER); Kevin Nolan (AUTHOR); Nathan T. Carter (AUTHOR)

Using artificial intelligence (AI)-based hiring simultaneously damages job applicants' perceptions of hiring processes and hiring organizations due to applicants' lowered locus of control, especially those not hired, but it improves those same perceptions due to the stability attributed to AI-based hiring decisions.

Ready for the Workforce?: A Qualitative Comparison Between Students and Graduates (Poster - 112624)
Shan Ran (PRESENTER); Grace Kim (PRESENTER)

To understand the school-to-work transition, interviews with current college students and recent graduates revealed that students' expectations about work are general and optimistic. Recent graduates reflected on job-related, social, and personal factors that have influenced their work-related experiences. Implications for research and practice related to the transition are also discussed.

Should Faking Be Reviled or Revered in Preemployment Personality Testing? (Poster - 112301)

Sarah Jane Carver (PRESENTER); Cullen W. D. McCurrach (AUTHOR); Richard D. Goffin (AUTHOR)

Authors examined the relationships of a gold-standard measure of faking with employee attributes that are reviled and revered by organizations. Faking had negative relationships with organizationally reviled attributes and positive relationships with organizationally revered attributes. Contrary to the literature, faking was not positively related to reviled attributes.

Attracting Women Where They Lack Representation: Investigating Acknowledgement (Poster - 112487)

Thomas Paul DePatie (PRESENTER); Anmol Sachdeva (PRESENTER); Comila Shahani-Denning (AUTHOR); Rebecca Grossman (AUTHOR); Kevin Nolan (AUTHOR)

Interactive effects of gender diversity signals, acknowledgement organizational impression management (AOIM) tactics, and gender via perceived behavioral integrity (PBI) were explored in predicting organizational attraction (OA). Women report greater PBI and, thus, OA to organizations signaling high gender diversity and employing explicit AOIM tactics, men were not negatively affected.

Old Wine in a New Bottle: What Affects the Construct Validity of AI Interviews? (Poster - 112525)

Weiwei Liu (PRESENTER); Timothy J. Bartkoski (AUTHOR); Oke Steffen Brandt (AUTHOR); Evan R. Theys (AUTHOR); Carmen Elisabeth Lobbe (AUTHOR)
Authors examined whether interview transparency and question type might impact interviewee responses to and construct validity of artificial intelligence (AI) scored asynchronized video interviews (AVI). Results show that neither of the examined variables influenced AI scored AVIs' construct validity, which showcases the importance of a carefully designed psychometric study using novel technology.

Are Narcissistic Hiring Managers More Susceptible to Candidate Flattery? (Poster - 112052)

Wenyi Gu (PRESENTER); Logan L. Watts (AUTHOR)
An experimental simulation examined the impact of job candidate flattery on hiring manager decision making. Contrary to predictions, results showed that flattery tended to backfire, reducing overall perceptions of fit and the likelihood of advancing to an interview. Negative reactions to candidate flattery were weaker among narcissistic hiring managers.

Development of a QSR Employee Value Proposition and Employee Segments (Poster - 111658)

William Shepherd (PRESENTER); Jaci Jarrett Maszta (PRESENTER)
Organizations can make better informed, data-driven choices by conducting employment value proposition and employee segmentation research.

Effects of Contextual Signals on Presenteeism and Exhaustion (Poster - 112064)

Mike Olson (PRESENTER); L.A. Witt (AUTHOR)
Authors argued that feedback monitoring is related to emotional exhaustion directly and indirectly through presenteeism. Data from 174 workers revealed that engaging in feedback monitoring is related to higher levels of both presenteeism (i.e., working while sick) and emotional exhaustion. Low conscientious workers were found to have more emotional exhaustion when engaging in feedback monitoring.

Teasing Apart Turnover Intentions and Satisfaction: A Class Analytic Approach (Poster - 112042)

William S. Kramer (PRESENTER); Vignesh Murugavel (AUTHOR); Isaac Alan Lindquist (AUTHOR); Roni

Reiter-Palmon (AUTHOR); Joseph A. Allen (AUTHOR); Christa Taylor (AUTHOR); Zorana Ivcevic (AUTHOR)

Due to statistical innovations, there has been a push to examine the dynamic effects of antecedents leading to turnover by examining 3 or more constructs simultaneously. This study examined the impact of 5 understudied constructs via latent class analysis in an effort to determine whether specific arrays of constructs will result in disparate levels of turnover and satisfaction.

Horse-Sized Ducks or Duck-Sized Horses? Applicant Reactions to Oddball Questions (Poster - 112378)

Don C. Zhang (PRESENTER)
Interviewers sometimes include quirky and oddball questions to uncover the unique qualities of the candidates while signaling the cultural values of their organization. Across 2 studies, authors find that applicants perceived oddball questions as useless but fun. They also find applicant humor predicted applicant reactions to oddball questions.

**Poster Session (Technology & Innovation/Creativity):
4/14/2021 11:00 AM-11:50AM**

What Is in a Name? Effects of Game Framing on Perceptions of Hiring Organizations (Poster - 111959)

Jenna Ellen-Marie McChesney (PRESENTER); Chelsi F. Campbell (PRESENTER); Jiacheng Wang (AUTHOR); Brett Johnson (AUTHOR); Lori L. Foster (AUTHOR)
Authors examine the effects of labeling a selection test as a game on prospective applicant attitudes. 277 participants were randomly assigned to view a hypothetical organization's website describing its assessments as online tests or games. Those who were told the organization used online games to hire rated the organization as more innovative, and ultimately more attractive.

Proactive Personality and Creative Behaviors: The Roles of LMX and Political Skill (Poster - 112282)
Albi Alikaj (PRESENTER); Cau Ngoc Nguyen (AUTHOR); Wei Ning (PRESENTER); Bingqing Wu (PRESENTER)

Authors examined the underlying mechanisms of the relationship between proactive personality and creative behaviors. It was found that leader-member exchange (LMX) mediates this relationship and political skill moderates the relationship between proactive personality and creative behaviors.

Control at Work Helps Employees See the Upside of Automation (Poster - 111812)

Anna F. Godollei (PRESENTER); James W. Beck (PRESENTER)

Automation may impact employees in a variety of ways. This study shows that employees are more likely to appraise automation as an opportunity to enhance their job performance (i.e., performance optimism) when they feel in control at work. Authors demonstrate this across multiple operationalizations of control. Further, performance optimism is positively related to workplace attitudes.

Exploring the Learning Affordances of Virtual Reality Through Social Learning (Poster - 112517)

Bradley Pitcher (PRESENTER); Peter Joseph Mancarella (AUTHOR); Daniel Ravid (AUTHOR); Tara S. Behrend (AUTHOR)

Learning in VR is associated with positive outcomes. Authors present a study exploring social learning dynamics as a psychological process to explain these outcomes. The study compared groups learning welding either with VR or a lower fidelity and immersion simulation. Group processes in both virtual learning conditions influenced individual outcomes of performance and career-related attitudes.

Modern Communication as a Threat to Newcomer Socialization (Poster - 112465)

Clayton Alexander Reichart (PRESENTER); Rebecca Grossman (AUTHOR); John Shea (PRESENTER); Comila Shahani-Denning (AUTHOR)

Advancements in communication technology are outpacing the speed at which organizational researchers can study their impacts. Authors study the relationship between the frequency with which individuals utilize their personal networks and their attraction to novel social contexts such as those they would encounter during newcomer socialization.

Classifying Turnover Intention and Action Tweets: A Hybrid Approach (Poster - 111884)

Chulin Chen (PRESENTER); Richard N. Landers (AUTHOR); Vivien Lee (AUTHOR)

Despite the importance of intention and action constructs for I-O research, relevant data are hard to collect using traditional methods on a large scale. This study offers a standard procedure to detect intention

and action constructs on social media, and demonstrates the success of this approach when used to detect and classify turnover intentions and actions based on Twitter language.

Relating Entrepreneurial Self-Efficacy to Adaptive Performance and Job Attitudes (Poster - 112441)

Patrick T. Coyle (PRESENTER); Caroline Hastings (PRESENTER); Gavin Williamson (PRESENTER); Rebecca Piergallini (PRESENTER)

This study investigated how entrepreneurial self-efficacy (ESE) impacts adaptive performance and subsequent outcomes of job satisfaction, work engagement, and affective commitment in full-time working employees. Using latent variable modeling in a sample of 336 working adults, authors demonstrated support for the hypotheses. Implications are discussed.

Facilitating Habit Change Using a Mobile App for Emotional Intelligence Development (Poster - 112281)

Daniel E. Hughes (AUTHOR); Ted B. Kinney (PRESENTER); Poppy Boothroyd (AUTHOR)

This study describes the evaluation of a digital habit change exercise designed to help improve emotional intelligence (EI), delivered through a mobile app. User engagement was highest at the start and then declined gradually over the course of the 21-day exercise. Users who practiced their habit more often reported greater perceived improvements in the specific behavior and chosen area of EI.

Two Sides to Every Coin: Examining Employee Personal Use of Technology (Poster - 111638)

Dustin Hightower (PRESENTER); Amber N. Schroeder (AUTHOR); Julia Hylton Whitaker (AUTHOR)

To establish parsimony, this paper discusses limitations of extant conceptualizations of employee personal use of technology (EPUT) and introduces a multidimensional model that draws attention to the impact of EPUT on both organizations and employees. A discussion of policy implications is provided, as well as recommendations for future EPUT research that will aid organizational policy management.

Effective Strategies for Creative Idea Evaluation: The Customer's Always Right (Poster - 112386)

E. Michelle Todd (PRESENTER); Cory Alan Higgs (AUTHOR); Michael D. Mumford (AUTHOR)

This study identified the compensatory strategies that people apply, and the effects of those compensatory strategies, during the creative process. The impact of leader feedback on the application of these strategies and the development of creative products was also assessed. The most creative products were obtained when strategies focused on customer values and feedback was negative.

How Does Usability Affect the Workplace? Personality as a Predictor (Poster - 112566)

Evan Mulfinger (AUTHOR); Leo Alexander (AUTHOR); Hattie Wilczewski (PRESENTER); Fred Oswald (AUTHOR); Phillip Kortum (AUTHOR)

The usability of workplace products affects employee performance and effectiveness. Authors examined the subjective usability of a range of common work products, examining whether age, gender, and personality affected usability. Consistent with similar research efforts, gender and personality effects with these products, but no age effects.

Validation of Individual Differences in Game-Based Assessment Profiles (Poster - 111928)

Felix Wu (PRESENTER); Evan Mulfinger (AUTHOR); Leo Alexander (AUTHOR); Andrea Sinclair (AUTHOR); Rodney A. McCloy (AUTHOR); Fred Oswald (AUTHOR)

Game-based assessments provide the benefits of engaging job applicants, providing rich behavioral data, and measuring individual differences reliably. To empirically examine this last point, authors applied machine learning to participants' game-based assessment data. Results suggest gameplay data did not predict participants' scores on traditional measures of personality, motivation, and ability.

A Longitudinal Exploration of Work Status Changes and Technology Use During COVID-19 (Poster - 111625)

Diana R. Sanchez (PRESENTER); Reese Haydon (AUTHOR); Kathya Monserrat Garcia (AUTHOR); Mark Prince (AUTHOR); Tamara Skootsky (AUTHOR)

This study sought to understand the impact on work status, use of workplace technology, and perceptions and intentions toward future technology use during the COVID-19 pandemic. Being a longitudinal study of MTurk participants across 4-time points, it provides descriptive information on working individuals and work status changes over the course of the pandemic.

Comparing Faked Scores From Game-Based and Self-Report Personality Measures (Poster - 112211)

Lafayette Jun Waters (PRESENTER); Kathya Monserrat Garcia (AUTHOR); Diana R. Sanchez (AUTHOR)

Authors examined relationships for faked game-based assessments (GBA) with honest and faked self-report scores. They identified good fakers (i.e., those who consistently distorted scores correctly). Good fakers when compared to bad fakers, had significantly different faked scores on the self-report measures but statistically the same scores on the GBA measures of personality.

To Be or Not to Be (an Entrepreneur)? The Impact of Entrepreneurial Impact (Poster - 112666)

Gokhan Oztunc (PRESENTER)

Why do some employees, but not others, choose to become an entrepreneur? This study examined how employees' perceived entrepreneurial impact influences their entrepreneurial passion, self-efficacy and intention. Results revealed that perceived entrepreneurial impact plays a unique role in developing and stimulating entrepreneurial passion, self-efficacy, and intention in employees.

Trust in Artificial Intelligence (Poster - 110226)

Reese Haydon (PRESENTER); Kathya Monserrat Garcia (AUTHOR); Diana R. Sanchez (AUTHOR)

The purpose of this study is to explore how predispositions of agreeableness trust and disposition to trust relate to trusting intentions and continuance intentions toward artificial intelligence.

When Job Security Hinders Creativity: Job Security, Status, and Cognitive Complexity (Poster - 111669)

Hannah Kremer (PRESENTER); Margaret Ormiston (PRESENTER); Isabel Villamor (PRESENTER)

Past research finds that job insecurity reduces complex and creative thinking, yet this kind of thinking is required during economically uncertain times. We explore this tension by examining how status affects the job security-cognitive complexity relationship. We find that status types have unique interactive effects with job security on cognitive complexity.

The Double-Edged Sword Effect of Creative Performance Pressure on Creativity (Poster - 111510)

Fangzhou Liu (PRESENTER); Peikai Li (PRESENTER); Toon Taris (AUTHOR); Maria Peeters (AUTHOR)

A 3-wave, multisource study found that creative performance pressure have both positive and negative effect on employee creativity through challenge and hindrance appraisals. Job resources (servant leadership and promotion focus) appear to exaggerate or ameliorate the positive and negative effect of challenge and hindrance appraisals.

Virtual Reality for Developing Realistic Self-Assessment of Intercultural Competence (Poster - 111710)

Mesut Akdere (PRESENTER); Kris Acheson-Clair (PRESENTER); Yeling Jiang (PRESENTER)

Author examined the impact of VR as an innovative platform in developing realistic self-assessment of intercultural competence. Findings indicate a significant decrease in MGUDS scores ($MD = -.089$) and in ISS scores ($MD = -.044$), and prediction of change in MGUDS by all IDI components, perceived orientation ($b = .218$), development orientation ($b = -.184$).

Friends Who Work Together... Innovate Together? (Poster - 112185)

Tyler James Mirando (PRESENTER); Katherine Klein (AUTHOR); Charles Phillips Fales (AUTHOR); Savana Holmes (AUTHOR); Stephen M. Colarelli (AUTHOR)

This study examines the link between work friendships and innovation through knowledge sharing. Having friends at work supports innovation through knowledge sharing when other factors, such as low psychological safety, otherwise stifle innovation. Authors argue for the importance of friendship in the workplace, with additive benefits for innovation in employees.

Gamification in the Classroom: Job Analysis Game of Life (Poster - 112188)

Nalini Puri (PRESENTER); Reya Green (AUTHOR); Daniel A. Gandara (AUTHOR); Vi Ngoc Tuong Phung (AUTHOR); Kristina N. Bauer (AUTHOR); Cintya Caribay Garcia Marquez (AUTHOR)

Theoretical and empirical research on gamification were applied to develop a gamified job analysis activity. Specifically, we used Landers's (2014) theory of gamified learning and Bedwell et al.'s (2012) taxonomy of game attributes. The job analysis activity was structurally based on the Game of Life. Data from its execution provide for improved implementation and directions for future research.

Review of Popular-Press Claims About Organizational Creativity and Innovation (Poster - 112035)

Nicolette Ann Rainone (PRESENTER); Alessa Natale (AUTHOR); Paige R. Alenick (AUTHOR); Anne E. Kato (AUTHOR); Kajal Rajan Patel (AUTHOR); Logan L. Watts (AUTHOR); Logan M. Steele (AUTHOR)

Authors reviewed popular-press articles about organizational creativity and innovation and identified 17 claims about this topic. Results provided evidence of a research-practice gap for some claims but not for others. Study findings may be leveraged to inform future work on the disconnect between research and practice on organizational creativity and innovation.

The New Resume? Facebook Objective Elements and Selection Screening (Poster - 112248)

Rachel Pohlman (PRESENTER); Nga Do (AUTHOR); Robert Loy (AUTHOR); Stephen M. Colarelli (AUTHOR)

In this study, coders were trained to collect objective elements of 197 Facebook profiles. Objective Facebook profile elements were minimally related to candidates' actual personality traits and cognitive ability, but predictive of observer assessments of candidate suitability. Results suggest that using even objective Facebook elements in personnel selection is problematic.

Insightful or Inadequate: A Psychometric Assessment of LinkedIn as a Selection Tool (Poster - 111582)

Rhea Paskel Stronach (PRESENTER); Nicolas Roulin (AUTHOR)

Human resource professionals ($N = 34$) assessed the LinkedIn (LI) profiles of experienced workers ($N = 100$) to determine whether personality, skills, cognitive ability, and contextual job performance can be reliably assessed from LI profiles. Results show that although LI assessments were generally reliable and demonstrated some criterion-related validity, LI did not demonstrate convergent validity.

I Got This! Resource Bundles and Adversity: A Situated Entrepreneurial Optimism Persp (Poster - 112617)

Sibel Ozgen (PRESENTER); Maria Lapeira (AUTHOR); Seema Pissaris (AUTHOR)

Authors build on a situated entrepreneurial optimism framework to examine composition of resource bundles associated with entrepreneurial optimism. Employing a fuzzy set qualitative comparative analysis on 315 ventures that experienced a financial loss, they

contribute to and advance knowledge about sources of entrepreneurial optimism.

Emotional Reactions to Idea Evaluation: Creative Perseverance and Evaluating Others (Poster - 111902)

Tamara L. Friedrich (PRESENTER); Dawn L. Eubanks (AUTHOR); Tina Kiefer (AUTHOR)

Idea evaluation is a key part of the creative process, but I-Os know much more about idea generation. It is known that evaluations induce emotional reactions, but it is unclear how they may impact the creative process. Using affective events theory, authors examine the relationships between idea evaluation, triggered emotional reactions, perseverance, and evaluating the ideas of others.

How Thriving and Passion Convert Prior Experience Into Current Venture Performance (Poster - 111352)

Ted Paterson (PRESENTER)

Given the conflicting findings regarding prior entrepreneurial experience and current venture performance, authors proposed and tested a mediation model wherein thriving and entrepreneurial passion mediate the relationship. A sample of serial entrepreneurs largely confirmed the model.

The (Mis)management of Innovation in Geographically Dispersed, Cross-Functional Teams (Poster - 112421)

Tin Nguyen (PRESENTER); Anthony Roberson (AUTHOR); Joshua L. Brenner (AUTHOR); Julian Bryant Allen (AUTHOR); Regina Herpin (AUTHOR); Sachin Jain (AUTHOR); Allan H. Church (AUTHOR); Samuel T. Hunter (AUTHOR)

Coordinating teamwork across multiple job functions and work sites creates paradoxical demands for innovation. Namely, geographic dispersion introduces communication costs that require managerial oversight, yet managers often dismiss new ideas. Authors address whether managerial presence helps or hurts global, cross-functional teams from translating their diverse knowledge into novel ideas.

A Structural Equation Model Analysis of How Organizations Support Employee Creativity (Poster - 112098)

Vignesh Murugavel (PRESENTER); Isaac Alan Lindquist (AUTHOR); Roni Reiter-Palmon (AUTHOR); William S.

Kramer (AUTHOR); Joseph A. Allen (AUTHOR); Christa Taylor (AUTHOR); Zorana Ivcevic (AUTHOR)

This study examined how the organizational attributes of autonomy, voice, rewards and recognition, and fair assessment translate organizational support for creativity into improvements in employee creativity. Structural equation analysis highlights the mediating role of voice in the support–creativity relationship.

Using Natural Language Processing to Recreate Human Code in Organizational Research (Poster - 112572)

Yilei Wang (PRESENTER); Jing Yuan Tian (AUTHOR); Yagizhan Yazar (AUTHOR); Richard N. Landers (AUTHOR); Deniz S. Ones (AUTHOR)

This study examined whether natural language processing could be used to create psychometrically meaningful predictions of human content codes in organizational research. Using an existing database containing organizational environmental sustainability initiatives, authors built an NLP algorithm that classified these initiatives with average precision, recall, and F1-scores of 0.73.

Transformational Leadership and Employee Creativity: The Role of Perceived Empathy (Poster - 112264)

Chiachi Chang (PRESENTER); Yaxin Zheng (PRESENTER); Runze Xu (AUTHOR); Tzu-Ting Lin (AUTHOR); Yuyan Cherry Zheng (AUTHOR); Eddy Fang (AUTHOR)

This study examined the role of perceived empathy on the relationship between transformational leadership and employee creativity, as well as using consideration of future consequences as individual differences. Drawing on self-determination theory (SDT), perceived empathy serves as a unique mechanism, calling for an elaborated discussion on empathy in organizational management.

New Product Evaluation in the Movie Industry: Role of Perceived Novelty (Poster - 111591)

Yingyue Luan (PRESENTER); Chang Su (AUTHOR); Yeun Joon Kim (AUTHOR)

Authors examined the relationship between perceived novelty and overall evaluation using content analysis with a large sample of 49,860 reviews of 146 movies in the movie industry. Findings indicate an inverted U-shaped curvilinear relationship ($\gamma=32.90$, $p<.001$; quadratic term: $\gamma=-339.76$, $p<.001$) and perceived

novelty penalized overall evaluation of new movies created by high reputation producers.

Capturing the Telework Perspective From Twitter Data During COVID-19 (Poster - 112051)

Charlene Zhang (PRESENTER); Martin C. Yu (AUTHOR); Sebastian Marin (AUTHOR)

Authors web scraped Twitter posts regarding telework from March 30 to July 5 and explored the general sentiment of and common themes underlying tweets. Sentiment analysis results show positive reactions to telework overall, with regular dips every weekend. Topic modeling results point to themes among tweets including home office, cybersecurity, and work-life balance.

The Effects of Electronic Communication During Nonwork Time: A Diary Study (Poster - 111939)

Shumin Zheng (PRESENTER); Wen Zhang (AUTHOR); Xichao Zhang (AUTHOR); Jiafei Han (AUTHOR)

Drawing on affective events theory, authors investigated how emotions mediate the relations between electronic communication (frequency and affective tone) during nonwork time, job satisfaction, and work-family conflict. A diary study with 124 employees provided support for most of hypotheses and showed that leader member exchange compensated for the negative effects of affective tone.

**Poster Session (Teams/Groups):
4/14/2021 12:00 PM-12:50PM**

Does Team Orientation Matter? A Review, Meta-Analysis, and Multilevel Framework (Poster - 112557)

Molly Kilcullen (PRESENTER); Eduardo Salas (AUTHOR); Michael A. Rosen (AUTHOR); Tiffany M. Bisbey (AUTHOR)

As organizations become more team centric, one construct of interest for improving organizational performance is team orientation. Meta-analytic results show that team orientation is correlated with factors such as communication, coordination, innovation, trust, and conflict. Authors also present a multilevel framework to guide future research.

The Development and Refinement of a Framework for Effective Teamwork (Poster - 112579)

Molly Kilcullen (PRESENTER); Eduardo Salas (AUTHOR); Amanda L. Woods (AUTHOR)

This paper illustrates the development of a teamwork framework consisting of 4 tiers: (a) team orientation/mutual trust, coaching, competence, and accountability; (b) psychological safety and voice; (c) information exchange, coordination, and shared mental models; and (d) effective patient and family care, which is surrounded by conditions that impact teamwork.

Social Context of Individual Voice Outcome (Poster - 111587)

Ah Jung Kim (PRESENTER); JEEYOUNG KIM (AUTHOR); Nina Yoo (AUTHOR)

Authors examined the relation between employees' voice behavior and the voicers' influence in a team through hierarchical regression analysis. This study considered an individual's relationships with a leader and colleagues simultaneously as moderators. Findings indicate a positive relation in the main effect and significant joint effects of LMX and peer relationships.

When Does Feedback Enhance Performance in Teams? (Poster - 111487)

Akville Mockeviciute (PRESENTER); Sabine El Baroudi (AUTHOR); Sergey Gorbатов (AUTHOR); Svetlana Khapova (AUTHOR)

Studies show that whether and how feedback enhances performance in teams depends on the contextual factors that stem from within teams, between teams, and the external environment. Authors synthesized the results of 81 studies into a multilevel overview of the contextual influences on feedback-performance relationship in teams. They identify research gaps and propose a future research agenda.

The Role of Member Proactive Personality in Mitigating Threat During Team Learning (Poster - 111788)

Brady Firth (PRESENTER)

To explore if member proactive personality buffers against threats to team learning and performance, hypotheses were tested using 94 5-person teams engaged in a simulation. In the presence of threat, teams with higher proactive personality levels maintained high levels of learning whereas teams with lower proactive personality levels had diminished learning processes and performance.

Relationship Between Team Task Efficacy, Shared Mental Models and Team Performance (Poster - 112529)**Jacqueline Boggs (PRESENTER); Joshua Royes (AUTHOR); Anupama Narayan (AUTHOR)**

High initial team task efficacy can increase the likelihood of better team performance; authors explored the role of different SMMs to help understand team cognitions that can help explain this relationship, especially in a highly interdependent task. Teams more confident in task abilities when starting the task developed SMMs focused on team dynamics, which led to effective team performance.

Speaking Candidly Over Time? A Longitudinal Examination of Psychological Safety (Poster - 111821)**Jacqueline T. Marhefka (PRESENTER); Susan Mohammed (AUTHOR); Abigail O'Connell (AUTHOR); Courtney Anne Cole (AUTHOR); Scarlett G Miller (AUTHOR); Kathryn Jablow (AUTHOR)**

A longitudinal exploration of psychological safety (PS) over 5 time points revealed an overall positive linear trajectory with a slowing rate over time. Teams whose members expressed more negative comments about the team's composition at the start experienced less PS growth over time than teams with fewer negative perceptions. These results inform when interventions to foster PS should occur.

Perceived Similarity Predicts Viable Relationships and Team Performance (Poster - 112512)**Jessica Jacob Chackoria (PRESENTER); Brooke Eleanor Nyberg (AUTHOR); Melissa Vazquez (AUTHOR); Suzanne T. Bell (AUTHOR); Leslie A. DeChurch (AUTHOR); Noshir Contractor (AUTHOR); Alla Vinokhodova (AUTHOR); Vadim Gushin (AUTHOR)**

Longitudinal data were collected on 9, 4-person teams that lived and worked together for up to 45 days in a simulated space habitat. It was found that perceived similarity predicts both the viability of dyadic relationships and team performance over time.

Linking Multiple Team Membership and Outcomes: A Multilevel Daily Diary Study (Poster - 111790)**Kayla Dawn Finuf (PRESENTER); Rebecca Grossman (PRESENTER)**

Research regarding multiple team membership (MTM) is emerging, yet few studies consider its effects at the within-persons level. This study used a daily diary method to capture within-person variability of MTM

and subsequent outcomes. Results suggest MTM fluctuates meaningfully at the daily level and has ramifications for perceived demands, burnout, and work engagement.

The Role of Cultural Diversity in Spaceflight (Poster - 112455)**Krisztina Szabo (PRESENTER); C. Shawn Burke (AUTHOR); Turku Erengin (AUTHOR)**

Authors examined challenges and their impacts that cultural diversity may produce within the context of long-duration spaceflight and identified potential formal and informal practices that may mitigate the impact of these challenges.

Dissimilarity and Thriving: The Moderating Role of Cultural Intelligence (Poster - 112182)**Manpreet Kaur (PRESENTER); Hong Ren (AUTHOR)**

This study examines the effects of team member dissimilarity on the intervening variable of psychological empowerment, which leads to thriving. Results suggest that goal commitment dissimilarity interacts with cultural intelligence in that when cultural intelligence is high, dissimilarity is positively related to empowerment and vice-versa. Empowerment in turn leads to members thriving.

The Nature of Conflict for Teams in Isolated, Confined, and Extreme Environments (Poster - 112067)**Mikayla Marcinkowski (PRESENTER); Peter Roma (AUTHOR); Suzanne T. Bell (AUTHOR)**

Authors applied concept mapping to daily reports of conflict from 5, 4-person crews living and working together in a simulated Mars habitat for up to 45 days. Results suggest a more nuanced conflict typology than has been used with traditional teams and includes interpersonal tensions, interpersonal breakdowns, noted discords, and work disagreements.

A Computational Approach to Understanding Virtual Team Performance (Poster - 112575)**Rachael Hope Pyram (PRESENTER)**

Social identity theory gives insight into why team members are individually motivated to contribute to team performance. Given that technology is increasingly mediating communication, this study developed a linear model that tested how mechanisms of enhancement and inhibition in team member levels

technological literacy and productivity affect average virtual team performance.

Helping Hands: When Psychological Collectivism Predicts Citizenship Behavior in Teams (Poster - 111825)

Richard Currie (PRESENTER); Juseob Lee (PRESENTER); Mark G. Ehrhart (AUTHOR)

This study explored the effects of 3 facets of psychological collectivism on team member-directed citizenship behavior (OCB-I), including the cross-level effect of maximum leadership emergence on these relationships. In addition to the main effect of goal prioritization on OCB-I, results found maximum leadership emergence to moderate relationships between OCB-I and both concern and reliance.

Team Role Experience and Orientation Dimensions in Predicting Team Performance (Poster - 112510)

Richard John Simonson (PRESENTER); Andrew Calvin Griggs (AUTHOR); Justin Trombley (AUTHOR); Elizabeth H. Lazzara (AUTHOR); Joseph Keebler (AUTHOR)

This paper presents a model that describes a relationship between team composition as measured by team role experience and orientation (TREO) dimensions and team performance. Results of the model indicate that variance in team composition operationalized as team roles can predict up to 12% (aggregate team performance $R^2 = .12$) of the variance observed in team performance.

The Dynamics of Conflict Contagion (Poster - 111627)

Ajay Somaraju (PRESENTER); Chu-Hsiang (Daisy) Chang (AUTHOR); Steve W. J. Kozlowski (AUTHOR); Jeffrey Olenick (AUTHOR)

When individuals work in groups, interpersonal conflict can spread and engage others who were previously uninvolved. To advance our understanding of this phenomenon, authors present a theoretical model of conflict contagion. They formalize the propositions in a set of differential equations and use them to simulate a typology of team conflict trajectories.

Use or Abuse? The Effects of Leader's Expertise Recognition (Poster - 111746)

Suyang Ye (PRESENTER); Teng Zhao (AUTHOR)

A fundamental task for a team is to harness the expertise of team members. This study examines the

effects of a leader's expertise recognition on team expertise utilization and team creativity. Furthermore, drawing from the MIP-G theory, authors clarified how leader's motivational traits, namely, social dominance and reflectiveness, moderate these relationships.

The Emergence of Collective Resiliency and its Impact on Team Performance (Poster - 111993)

Tiffany M. Bisbey (PRESENTER); Jensine Paoletti (AUTHOR); Galen Snyder (AUTHOR); Eduardo Salas (AUTHOR)

Authors offer clarity on the topic of team resilience by presenting findings from a longitudinal study of consultant teams. Findings indicate that team trust may play an important role in the emergence of collective resiliency. Discussion provides perspective for advancing theory to better understand resiliency in teams, how it emerges over time, and its impact on teams undergoing adversity.

The Effects of Network Communication on Collective Performance: A Replication (Poster - 111519)

Tanner Newbold (PRESENTER); Jason Marshall (AUTHOR); Robert Martin (AUTHOR); Yingjun Dong (AUTHOR); Francis J. Yammarino (AUTHOR); Shelley Dionne (AUTHOR); Hiroki Sayama (AUTHOR); Gregory A. Ruark (AUTHOR); Samantha England (AUTHOR); Colleen Jane Standish

This is an introductory-level investigation into the effect of network communication on collective performance in a business simulation game. Findings point to the importance of communication for collective performance, adaptability, planning, and network strength.

Are Humor and Play Related to Employees' Meeting Satisfaction and Effectiveness? (Poster - 111890)

Tri Pham (PRESENTER); Lynn K. Bartels (AUTHOR)

Authors surveyed 143 participants to examine the influence of humor and play on meeting effectiveness and satisfaction. Findings indicated that positive humor, negative in-group humor, negative out-group humor, and play contributed to 30% of the variance in meeting effectiveness. Positive humor, negative out-group humor, and play contributed to 37% of the variance in meeting satisfaction.

**Poster Session (Statistics and Research Methodology):
4/14/2021 12:00 PM-12:50PM**

Planned Missingness: How to and How Much? (Poster - 111690)

Charlene Zhang (AUTHOR); Martin C. Yu (PRESENTER)

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

Short Form Versus Planned Missingness for Reducing Survey Length: A Simulation Study (Poster - 111688)

Charlene Zhang (PRESENTER); Paul R. Sackett (AUTHOR)

Authors compare the effectiveness of 2 approaches for reducing survey length: creating and using short form measures and implementing a planned missingness (PM) design. Findings from a series of simulations are in favor of PM when short forms do not already exist and need to be developed, as PM requires much less resources and approximated population estimates well.

Bridging the Research–Practice Gap: A Review of CLES Indicators in I-O Psychology (Poster - 112289)

Zachary Hall Mastrich (PRESENTER); Ivan Hernandez (AUTHOR)

To reduce the research practice gap in I-O psychology, research findings must be easily interpretable. Effect sizes convey vital information but are often misinterpreted. Common language effect sizes (CLES) have been developed to increase the interpretability of findings. An overview of CLES are provided with the goal of increasing their awareness and use to bridge the research–practice gap.

Mediation in Translation: A Common Language Effect Size for Mediational Relationships (Poster - 112401)

Zachary Hall Mastrich (PRESENTER); Ivan Hernandez (AUTHOR)

This project develops a common language metric to describe mediation effect sizes in nontechnical terms to applied practitioners and the lay public. In contrast to indirect effect sizes or the proportion of the total effect explained by the mediation, this method

describes, when both the outcome and predictor variable increase, how likely will the mediating variable have also increased.

High Time for Continuous Time: Analyzing Longitudinal Data With SEM (Poster - 111681)

Rachel Sisu Rauvola (PRESENTER); Nicholas Carruth (AUTHOR); Cort W. Rudolph (AUTHOR); Hannes Zacher (AUTHOR); Morgan Gleason (AUTHOR)

In this poster, authors discuss temporal considerations in studying I-O phenomena longitudinally and review time-based assumptions when modeling lagged effects using common analyses in I-O research. They also provide an accessible tutorial and discussion of continuous time structural equation modeling, a new and relevant method for addressing temporal issues in longitudinal I-O research.

Putting O*NET Back to Work: An Occupational Crosswalk for Archival Research in I-O (Poster - 111680)

Rachel Sisu Rauvola (PRESENTER); Mackenzie Moreno (AUTHOR); Cort W. Rudolph (AUTHOR); Brooke Eleanor Nyberg (AUTHOR)

This poster discusses the development and potential applications of an occupational coding crosswalk created to facilitate the use of archival data in I-O psychology research (e.g., O*NET, longitudinal datasets). An example of this crosswalk “in action” with data from the Midlife in the United States series is presented, with an overview of how the data were linked and sample results.

Examining the Fakability of a New Forced-Choice Measure of the Dark Triad (Poster - 112519)

Lingyue Li (PRESENTER); Tianjun Sun (AUTHOR); Bo Zhang (AUTHOR); Fritz Drasgow (AUTHOR)

This study assesses the fakability of a newly developed 2-alternative forced-choice dark-side assessment of personality scale (FC-DAP). An MTurk sample was recruited to compare a single-statement version and the FC-DAP in honest and induced-faking conditions. Results indicated that the FC-DAP exhibited smaller score inflations in the induced-faking condition than the single-statement measures.

Context Effects in Personality Assessment: The Role of Cognitive Differences (Poster - 112218)

Aniqa Hatem (PRESENTER); Chockalingam Viswesvaran (AUTHOR)

This study explored the impact of field dependence-independence (FDI) and fluid intelligence (Gf) on context effects, in the orderliness facet of conscientiousness. Results showed that orderliness scores were higher in the whole conscientiousness measure than just the facet-level scale, indicating a context effect, and higher Gf had a negative association with context effects.

Spilling Tea at the Water Cooler: A Meta-Analysis on Workplace Gossip (Poster - 110105)

Amy Wax (PRESENTER); Wiston Rodriguez (AUTHOR); Raquel Asencio (AUTHOR)

This paper presents a meta-analysis on the topic of workplace gossip. Results of analyses suggest that negative gossip is generally bad for workplace outcomes; specifically, negative gossip is shown to have a deleterious impact on stress, OCBs, and CWBs. Positive gossip, on the other hand, is shown to have a beneficial impact on perceptions of organizational justice.

The Incremental Value of Controlling for Covert Insufficient Effort Responding (Poster - 112414)

Ann-Marie Castille (PRESENTER); Christopher M. Castille (PRESENTER); Sandesh Sharma (PRESENTER)

Insufficient effort responding (IER) is a common concern in survey research. Methods of controlling for IER can be classified as overt (identifiable by respondents) or covert (unidentifiable). This study examines the relative impact of controlling for covert IER when overt-IER controls are in the survey design. Scale reliabilities and effect sizes changed negligibly by controlling for covert IER.

Samples in Applied Psychology: Less White, Less Male, and Less American (Poster - 112533)

Austin Cunningham (PRESENTER); Ana Kriletic (PRESENTER); Kate Conkey (PRESENTER); Thomas Quincy Wilmore (PRESENTER)

This review is a follow-up bibliometric study that examines sample characteristics and study design among Journal of Applied Psychology articles from the last decade, 2009-2019. This research provides a comparison to a previous study by Shen et al. (2011) and identifies the development of trends related to demographics, nationality, study design, and the use of MTurk for data collection.

Updating Blau's Job Search Behavior to Conform to 21st Century Job Search Tactics (Poster - 111799)

Michael J. Zickar (PRESENTER); Brent Anthony Stevenor (AUTHOR)

Authors updated Blau's (1994) job search behavior measure by removing outdated items and adding new items that measure modern day job search behaviors. The factor structure of the original measure was preserved, and the results suggest that active and preparatory job search behavior are conceptually and psychometrically distinct constructs, thereby improving upon the original measure.

Examining the Convergence of Alternative Short Form Development Methods (Poster - 112010)

Brent Anthony Stevenor (PRESENTER); Christopher M. Gallagher (AUTHOR); Samuel T. McAbee (AUTHOR); Andrew Samo (AUTHOR)

Authors examined 4 methods for developing a short form of the Big 5 Aspects Scale using classical psychometric and modern machine learning techniques. Although findings largely converged, some differences were found with respect to model fit, facet diversity, and balancing reverse-coded items. Strengths and weaknesses of each method for short form development are discussed.

A Cross-Cultural Study of the Negative Wording Factor in Multidimensional Scales (Poster - 112354)

Bo Zhang (PRESENTER); Jing Luo (AUTHOR); Yueyang Chen (AUTHOR); Brent Roberts (AUTHOR); Fritz Dragow (AUTHOR)

This study found that (a) negatively worded items distorted the factor structure of the Big 5 Inventory-2 in non-English speaking countries, (b) there is a general negative wording factor across subscales, (c) modeling a negative wording factor improved the factor structure of the BFI-2, and (d) the general negative wording factor was consistently related to external variables.

Development of a Scale to Measure Willingness to Perform Dirty Work (Poster - 112468)

Bradley Pitcher (PRESENTER); Tara S. Behrend (AUTHOR)

"Dirty work" occupations have aspects of physical, social, or moral taint. Two studies construct and validate a scale to measure willingness to perform dirty work. Authors first introduce the theory of dirty work and explicate the construct measured by the scale.

Study 1 establishes content validity. Study 2 establishes the construct's factor structure and convergent/discriminant validity.

Comparing Item-Level and Scale-Level Predictive Models: A Simulation (Poster - 111724)

Chen Tang (PRESENTER); Louis Hickman (PRESENTER); Q. Chelsea Song (CHAIR); Leo Alexander (PRESENTER)

Authors used Monte Carlo simulation to examine how measurement error and sample size influence the validity of machine learning models based on item- or scale-level data when there were unique variances or covariances at the item-level. Measurement error was the most important factor influencing the choice between item- and scale-level models, especially when sample size was relatively small.

Considering the Value of Psychometric Network Models for CWB and OCB (Poster - 112140)

Christopher M. Gallagher (PRESENTER); Clare L. Barratt (AUTHOR); Ian Michael Hughes (AUTHOR)

Authors explored the value and propriety of network models for contextual performance (i.e., counterproductive work behavior, organizational citizenship behavior) by comparing them to ubiquitous common factor models (CFM). Results indicated somewhat contradictory fit statistics for both models but shed light on the dynamics between behaviors within both CWB and OCB.

Longitudinal Designs for Organizational Research (Poster - 112173)

James M. Diefendorff (PRESENTER); Daniel Charles Hynes (AUTHOR); Faith Lee (AUTHOR)

Although the majority of organizational theories involve dynamic variables and processes, they are often tested using cross-sectional designs. Authors provide an introductory review of concepts regarding time and the nature of change to facilitate the precision of theory and hypothesis development in organizational research, concluding with a discussion of prototypical longitudinal designs.

Examining the Susceptibility of Construct-Laden SJTs to Socially Desirable Responding (Poster - 112239)

Felix George (PRESENTER); Winfred Arthur (AUTHOR)

The objective of this study was to determine whether situational judgments tests (SJT) and rank SJTs, in particular, would be less susceptible to intentional

response distortion than single-statement measures. Results indicated that the standardized mean difference between the honest and faking conditions were significantly larger for single-statement measures compared to SJTs.

The Effects of Questionnaire Length on Scale Validity (Poster - 112504)

Nathan A. Bowling (PRESENTER); Justin A. DeSimone (PRESENTER); Anthony Gibson (AUTHOR)

Authors examined the relationship between questionnaire length and the congruence between self-rated and informant-related personality. Findings indicated that although careless responding was higher among participants completing the personality items later in the questionnaire, we observed no evidence of questionnaire length harming the validity of self-report scales.

Comparing Predictive Bias Analyses With Unbalanced Samples: A Monte Carlo Simulation (Poster - 111624)

Jeffrey M. Cucina (PRESENTER); Brian K. Costello (AUTHOR); Kimberly J. Wilson (AUTHOR); Philip T. Walmsley (AUTHOR)

Authors compared the Type I and II error rates for the Cleary (1968), Gulliksen-Wilks (1950), and educational measurement differential validity/residuals analyses. Building on past research, they included unbalanced reference and focal group sample sizes as are typical in practice. Further support was found for the superiority of the Cleary model in term of statistical properties and ease of use.

Leadership Self-Efficacy: Measurement Invariance for Diverse College Students (Poster - 111964)

Katie Holloway (PRESENTER); Lori Anderson Snyder (AUTHOR)

Measurement invariance of the leadership self-efficacy (LSE) construct was tested across Native American, Asian/Asian American, and White college students. Through a variety of measurement invariance tests, the results supported partial scalar invariance across groups. These findings indicate that usage of the measure and LSE mean comparisons is warranted across racial groups.

The Multidimensional Nature of Reactance and its Potential for I-O Psychology (Poster - 112151)

Madison C. Farmer (PRESENTER); Adrian Thomas (PRESENTER)

Psychological reactance (PR) is underexplored in organizational literature. In order to define PR and develop a psychometrically sound measure that can be used to assess reactance potential at work, authors conducted an exploratory factor analysis across all items from the 3 existing measures of PR. A new, 5-factor model emerged, providing support for the multidimensional nature of PR.

Using Propensity Scores to Reduce Selection Bias in High-Stakes Assessment Data (Poster - 112535)

Matthew I. Brown (PRESENTER); Michael Grossenbacher (PRESENTER); Zachary Warman (PRESENTER)

Using propensity scores reduced the standardized mean difference in GMA test scores from $d=0.58$ to $d=0.25$ in a sample of 76,948 applicants. Likelihood of using a mobile device was predicted most strongly by educational attainment and O*NET codes, both of which are related to GMA. This suggests that divergent findings on the effects of mobile device use may be explained in part by selection bias.

Comparing Two Bias Control Methods in DTF With a Mobile Cognitive Assessment (Poster - 112532)

Michael Grossenbacher (PRESENTER); Matthew I. Brown (PRESENTER); Zachary Warman (PRESENTER)

In nonexperimental samples, bias due to group differences threatens validity. Using a differential test functioning analysis of mobile versus nonmobile test takers on a cognitive test, authors compare unweighted, post-stratification, and propensity scoring approaches. All 3 performed similarly, though the unweighted method and propensity scoring exhibited higher latent differences between groups.

Leader Emotional (In)Consistency: A Preliminary Study of the COVID-19 Press Briefing (Poster - 112368)

Minyoung Cheong (PRESENTER); Xiaoqin Huang (PRESENTER)

By collecting daily COVID-19 press briefing transcripts of 2 political leaders, authors applied a mixed-method approach based on text mining techniques to analyze and compare their emotional (in)consistency. Preliminary results of emotional scores and a series of data visualization indicated that Governor Cuomo's

emotional states tend to be more consistent than President Trump's.

Using Bifactor Models to Identify Faking on Big Five Questionnaires (Poster - 111672)

Nhung T. Hendy (PRESENTER); Georg Krammer (AUTHOR); Julie Aitken Schermer (AUTHOR); Michael Biderman (AUTHOR)

Bifactor models were applied to Big 5 data in 3 samples. The best measure of faking was the bifactor general factor. The best measures of traits were domain factor scores, which had been corrected for faking. It was concluded that bifactor models are efficacious in assessing the Big 5 domains while controlling for faking.

Hierarchical Linear Modeling for Assessing Gender Pay Disparity (Poster - 112438)

Sheng Zhang (PRESENTER); Jonathan DuFresne (AUTHOR); Munira Ajmal (AUTHOR); Scott B. Morris (AUTHOR); Stephanie A. Taylor (AUTHOR)

In pay equity analyses, a tension exists between the desire to compare salaries within narrowly defined similarly situated employee groups (SSEGs) and the benefits of large sample regression analyses. Using simulated pay data, authors demonstrate the utility of hierarchical linear modeling for pooling pay comparisons across multiple employee groups.

Going Out on a Limb: Item Parameter Uncertainty in Item Response Tree Models (Poster - 112576)

Tyler Ryan (PRESENTER); Daniel Jenkins (AUTHOR); David M. LaHuis (AUTHOR)

Authors examined absolute bias in item difficulty parameter estimates for item response tree models in a simulation study. Findings suggest that the depth of the response process and the difficulty of items occurring early in the response process increase absolute bias, and therefore item parameter uncertainty for items occurring later in the response process.

Comparative Sentiment Analysis of Online Employee Reviews in All Industry Sectors (Poster - 112114)

Wei Wang (PRESENTER); Qianju Li (AUTHOR); Vladimer Kobayashi (AUTHOR); Jun Yang (AUTHOR)

Authors compared 4 sentiment analysis lexicons (i.e., NRC, Bing, AFINN, & LIWC) in analyzing big data of employee reviews collected from glassdoor.com.

Results revealed that the LIWC lexicon surprisingly achieved the best performance, with highest accuracy and F1 scores. Further analyses also showed that employees from different sectors emphasized different positive and negative sentiment words.

A Systematic Review and Best Practice Recommendations for Conjoint Analysis (Poster - 111394)

Yeong-hyun Hong (PRESENTER); Clay Voorhees (AUTHOR); Peter D. Harms (AUTHOR)

This research seeks to demonstrate the value of conjoint analysis in the OB/HR literature by first reviewing the measurement approach, providing a review of applications in the OB/HR literature, and conducting a demonstration and comparison to traditional direct measurement approaches.

**Poster Session (Judgment/Decision Making & CWB):
4/14/2021 1:00 PM-1:50PM**

The Role of Age in Reciprocated Workplace Incivility (Poster - 112014)

Amanda Grinley (PRESENTER); Juseob Lee (AUTHOR); Emily A. Broksch (AUTHOR); Stefena Kaithamattom (AUTHOR); Isabella Young (AUTHOR); Steve M. Jex (AUTHOR)

Using a vignette design, authors sampled 464 workers and examined whether one's negative stereotypes about age and the age of a person perpetrating uncivil acts had an influence on whether one would reciprocate incivility after being a victim of an uncivil event. Findings indicate that those who are more ageist are more likely to reciprocate incivility when the perpetrator is older in age.

Outcomes of (Dis)Trust in Supervisors: The Moderating Role of Cultural Profiles (Poster - 112603)

Pratibha Deepak (PRESENTER); Jessica L. Wildman (AUTHOR); Catherine Warren (PRESENTER)

Authors take a person-centric approach using latent profile analysis to examine how culture moderates the relationship between a subordinate's trust and distrust in their supervisor and organizational outcomes. Results suggest that distrust is more predictive of counterproductive workplace behaviors for individuals with a loose, low power distance, low uncertainty avoidant cultural profile.

Leader Deception and Ethical Decision Making (Poster - 110028)

Cheryl Stenmark (PRESENTER); Tyra Timm (AUTHOR); Karla Marion Avila (AUTHOR); Abby McVay (AUTHOR); Rebecca Salazar (AUTHOR)

This study examined the effects of sensory processing sensitivity (SPS) and leader deception on ethical decision making. An interaction was found between SPS and leader deception. Participants high in SPS made the best decisions when their leader was honest. Participants high in SPS made the worst decisions with a deceptive leader.

Multitasking as a Psychological Contract Violation: The Role of Incivility and EVLN (Poster - 111514)

Courtney Thomas (PRESENTER); Rushika De Bruin (AUTHOR); Rachel M. Saef (AUTHOR); Veronica H LeRoy (AUTHOR)

Authors investigated how multitasking and multitasking relevance influence incivility, felt violation, and engagement in exit, voice, loyalty, and neglect behaviors. Using an experimental vignette-based design, it was found that multitasking, especially irrelevant multitasking, is perceived as uncivil. Multitasking influences felt violation and engagement in exit, voice, and neglect behaviors.

When Incivility Spirals Downward: From Incivility Norm to Incivility Perpetration (Poster - 112047)

Nga Do (PRESENTER); Ye Ra Jeong (AUTHOR); Mansik Yun (AUTHOR); Young-Kook Moon (AUTHOR)

Using the social information processing theory incorporating with stressor-strain framework, this study found incivility norm predicts experience of incivility from the leader, which in turn, impairs employees' well-being (Study 1). Also, it was found that civility intervention via education and policies improves incivility norm, and workplace incivility (Study 2).

The Effect of Algorithm Transparency on Algorithm Utilization (Poster - 112274)

Jon C. Willford (PRESENTER); Tara S. Behrend (PRESENTER)

The use of algorithms to assist human decision making at work is rapidly increasing. In a forecasting experiment, authors tested an integrative model that accounts for individual differences and algorithm transparency. Those most confident in their own accuracy, but lower in numeracy, utilized the algorithm

the least. Surprisingly, this occurred when the algorithm was most transparent.

CWB Stability Across Time: Two Meta-Analyses to Reconcile Known Discrepant Results (Poster - 112472)
Casey A. Giordano (PRESENTER); Deniz S. Ones (AUTHOR)

Counterproductivity has been the focus of organizational researchers for many decades. Yet many questions remain in the longitudinal CWB perspective. For instance, why are CWBs highly stable in the long term yet highly labile in the short term? This investigation proposes and meta-analytically supports an explanatory framework to bridge these discrepant findings in the field.

Gossip as a Tool to Gain Social Power: An Empirical Test (Poster - 112567)

Jacqueline Boggs (PRESENTER); Anupama Narayan (PRESENTER)

Positive gossip is more often used by individuals to gain higher levels of referent, expert, and reward power, whereas negative gossip is primarily being used to gain coercive power. Both positive and negative gossip were positively related to attempted gains in legitimate power. Although negative gossip is generally related to power, positive gossip is also used to gain social power.

Reporting Leader Unethical Behavior: Individual and Contextual Moderators (Poster - 112033)

Jordan Epistola (PRESENTER); Paul J. Hanges (AUTHOR); Jeffrey William Lucas (AUTHOR); Emily Elizabeth Forgo (PRESENTER); Kelly Beavan (AUTHOR)

Authors examined how individual and contextual factors impact perceptions of whistleblowing appropriateness in 3 large US organizations. Main effects of behavior type (drunk/sexual harassment), severity (affects victim/entire unit), offender gender, and leader status (leader/peer) were found. Perceptions were also influenced by individual's masculinity, competitiveness, and cynicism.

Decision-Maker Reactions to Artificial Intelligence in Employee Selection (Poster - 112653)

Jess C. Rigos (PRESENTER); Xi (Rita) Wang (PRESENTER); Kevin Nolan (AUTHOR)

Authors examined whether hiring professionals would react differently to the use of artificial intelligence and

human-expert raters across LinkedIn and interview assessments. Findings show significant differences in perceptions of autonomy potential ($\eta^2 = .09$) and threat of technological unemployment ($\eta^2 = .03$) based on the type of rating system used to evaluate job candidates.

Better the Devil You Know Than the One You Don't: Uncertainty Aversion in Job Choice (Poster - 112097)
Joshua S. Acosta (PRESENTER); Ana M. Franco-Watkins (PRESENTER)

Authors investigated how uncertainty affects applicant evaluations of job prospects by testing a job choice model under uncertainty. Through assessments of prospective fit, results showed that greater uncertainty negatively affected job prospect attraction but only when participants evaluated positively framed (i.e., offering a higher salary or better fit) job prospects.

Examining Sources of Rating (In)Accuracy in Cybervetting Assessments (Poster - 111435)
Julia Hylton Whitaker (PRESENTER); Amber N. Schroeder (AUTHOR)

Responding to recent calls for theory-based examinations of technology-enhanced selection systems, this paper introduces the cybervetting accuracy model (CAM). The CAM describes the process by which judgments are formed in cybervetting assessments and identifies several potential sources of rating (in)accuracy. Future research directions are outlined to advance this area of research.

Uh Oh! Experiencing Incivility at Work May Make You a Jerk on the Road (Poster - 111704)

Katrina A. Burch (PRESENTER); Janet L. Barnes-Farrell (AUTHOR)

This study examined the within-person spillover process between experiencing incivility at work and aggressive driving behaviors during the work-to-home commute as mediated by negative emotions while driving and psychological contract violation. Results showed on days when employees experience incivility in the workplace they engaged in more aggressive driving behaviors via emotional mechanisms.

Interactive Effects of Moral Disengagement, Risk, and Reward on Unethical Behavior (Poster - 112373)

Kimberly Bates (PRESENTER); Nicolina Weaver (PRESENTER); James Lavelle (AUTHOR)

The Fraud Triangle suggests that fraud is more likely to occur when pressure, opportunity, and rationalization meet. This paper focusses on rationalization. Using an experimental design, authors find support for a hypothesized 3-way interaction between moral disengagement and 2 situational factors (reward and risk) on unethical behavior.

It Helps Me Too: Positive Effects of Pro-Customer Rule Breaking on Employee Outcomes (Poster - 111717)

Su Kyung Kim (PRESENTER); Yujie Zhan (AUTHOR)

Applying the self-determination theory, this critical incident technique based time-lagged survey of full-time service employees shows that pro-customer rule breaking satisfies employees' basic psychological needs, which in turn is related to less emotional exhaustion and more voice. This relationship is stronger for employees perceiving high levels of normative conflict with organizational rules.

A Diary Study on the Social Dynamics of Knowledge Hiding and the Role of Entitlement (Poster - 111691)

Laura Venz (PRESENTER); Monique Mohr (AUTHOR)

This diary study tests when and by whom knowledge is hidden at work. Results, based on data of 75 employees reporting on 501 days showed positive person-level relationships of incivility with playing dumb, evasive hiding, and rationalized hiding. On the day level, incivility was not generally related to knowledge hiding but related to playing dumb for highly entitled employees in particular.

Predicting CWBs and Cheating: The Incremental Validity of Moral Neutralization (Poster - 111666)

Samuel Lee (PRESENTER); Nathan R. Kuncel (AUTHOR)

Moral neutralization is the general tendency to invoke rationalizing attitudes to justify antisocial actions. Multiple regression analyses revealed that moral neutralization accounts for variability in self-reported CWBs and academic dishonesty, even after controlling for other popular predictors, including the Big 5, the Dark Triad, cognitive ability, and demographic variables.

Attributions for Observed Impression Management Behavior (Poster - 112521)

Lynn A. McFarland (PRESENTER); Silvia Clark (AUTHOR); William Ward (AUTHOR)

Integrating attribution theory and research on situational strength, it was found that situational strength determines the attribution individuals make for impression management behavior. Further, attributions largely determine the consequences of IM use. This research will help to understand inconsistencies in previous impression management research.

Encouraging the Use of Mechanical Data Combination: The Autonomy-Validity Dilemma (Poster - 111482)

Marvin Neumann (PRESENTER); Susan Niessen (AUTHOR); Jorge Tendeiro (AUTHOR); Rob Meijer (AUTHOR)

Decision makers use decision rules more often when they have autonomy over them. However, increased autonomy should not result in validity loss. Effect of varying degrees of autonomy on use intentions and validity was investigated. Some types of autonomy increased use intentions of decision rules but did not result in higher validity than holistic judgments. Intermediate level session.

Mindfulness and Decision Making: A Quasi-Experimental Classroom Field Study (Poster - 112303)

Lisa M. Penney (PRESENTER); Michael A. Gillespie (PRESENTER); Stephanie A. Andel (PRESENTER)

Mindfulness has been shown to improve decision making in experimental settings. Uniquely, authors investigate mindfulness on decision making in a stressful decision-making context with real consequences. An in-class mindfulness intervention had a positive relationship with selecting correct responses on multiple choice exams but only for students who attended class.

Social Media Use and Ethical Behavior Outside of Social Media: Employee Implications (Poster - 112359)

Marina Mery (PRESENTER); Shane Connelly (AUTHOR); Keith Strasbaugh (AUTHOR)

Given the potential reach and influence of social media and its use by many employees during the workday, this research seeks to explore the causal impact of limited character social media on ethical behavior. A laboratory experiment was conducted to explore the effects of viewing a simulated Twitter exchange on moral disengagement both within and outside of the social media context.

Talking About Mars: Team Communication Dynamics and Decision Quality in Space Crews (Poster - 112091)

Maxwell Johnson (PRESENTER); Ilya Gokhman (AUTHOR); Leslie A. DeChurch (AUTHOR); Suzanne T. Bell (AUTHOR); Noshir Contractor (AUTHOR)

Observing the communication dynamics and decision outcomes of 9 autonomous space explorer teams reveals largely uneven communication patterns, which suppress information elaboration. Time in isolation harmed information elaboration. Importantly, information elaboration was positively associated with decision quality.

Prior Experienced Coworker Interpersonal Mistreatment and Newcomer Social Integration (Poster - 112536)

Mercy C. Oyet (PRESENTER); Theresa Ayibanengiyefa Chika-James (PRESENTER)

Authors investigated how the negative effects of experienced coworker interpersonal mistreatment perpetuate after the individual quits and joins a new organization. Findings indicate that rumination about these experiences persists in the new organization, leading to poor mental health and low social integration, especially for individuals with high propensity to trust.

You Didn't Hear This From Me But...How Men and Women React to Gossip at Work (Poster - 112266)

Maria Kakarika (PRESENTER); Helena Gonzalez (PRESENTER); Shiva Taghavi (PRESENTER)

Author examined reactions to gossip at work. Study 1 explored the effects of gossip with qualitative data. Studies 2 and 3 were experimental. Gossip significantly influences morality judgements more strongly for women than men. In turn, these judgements translate into career and network-related punishments from peers.

Examining the Antecedents of Constructive Deviance (Poster - 112298)

Michael Sawdy (PRESENTER); Gary N. Burns (AUTHOR)

Individual, job, and organizational antecedents of constructive deviance were examined in a cross-sectional sample of workers. Significant predictors of constructive deviance included conscientiousness at the individual level; role overload, role conflict, and role ambiguity at the job level; and both egoism and

benevolence ethical climate types at the organization level.

Shave It for Later: The Impact of Beard Length on Hiring Decisions of Job Applicants (Poster - 112153)

Sam McCullough (PRESENTER); Welsey Huff (PRESENTER); Catherine S. Daus (AUTHOR)

MBA students judged a job applicant's resume and were randomly assigned an applicant photo from 1 of 3 conditions: clean-shaven, short beard, or long beard. Attractiveness was positively related to job recommendations and overall perceptions. Attractiveness was negatively related to beard length, yet the long beard resulted in higher overall hiring decisions and stronger general perceptions.

Rudeness Is in the Eye of the Beholder: Third-Party Reactions to Witnessed Incivility (Poster - 111985)

Sarah Jane Carver (PRESENTER); Tara C. Reich (AUTHOR); Rashpal Dhensa-Kahlon (AUTHOR); Joan E. Finegan (AUTHOR)

Authors examined the effects of target and perpetrator gender on 3rd-party reactions to witnessed incivility. They also investigated whether these effects can be influenced by perspective taking. Target gender influenced 3rd-party reactions, with more negative reactions occurring when the target was a woman. This relationship was mediated by 3rd-party perceptions of target patency.

Investigating Agreement With Fit Feedback: An Interactionist Perspective (Poster - 112612)

Thomas Paul DePatie (PRESENTER); Kevin Nolan (AUTHOR)

The interactive effects of person-organization (PO) fit feedback, value-expressive concern, and risk propensity were studied in predicting agreement with P-O fit feedback. Those high in both value-expressive concerns and risk propensity are less sensitive to P-O fit feedback than those high in value-expressive concerns and low on risk propensity. Authors also explored employer image.

The Best of Both Worlds: A Latent Profile Analysis of Maximizing (Poster - 112443)

Taylor Willits (PRESENTER); Nicole Valeria Shifrin (PRESENTER); Rachel Whitman (PRESENTER); Ana M. Franco-Watkins (AUTHOR)

Using latent profile analysis, authors uncovered 3 distinct patterns of responses on the maximizing dimensions of high standards, alternative search, and decision difficulty. Critically, they discovered a hybrid group that experience the goals (i.e., high standards) and strategy (i.e., alternative search) linked with maximizing, but do not experience the emotional cost (i.e., decision difficulty).

**Poster Session (Careers & Training & Teaching):
4/14/2021 1:00 PM-1:50PM**

**Advanced Course Taking Differences Among STEM Graduates by Subgroup (Poster - 112347)
Charlene Zhang (AUTHOR); Paul R. Sackett (AUTHOR);
Nathan R. Kuncel (PRESENTER)**

Less advanced course taking and lower grades among some racial/ethnic groups who have earned the same degree from the same college are observed among a group of STEM bachelor's graduates. This difference in preparation further narrows the pipeline into graduate school. Mathematical reasoning and high school GPA explain most of the differences while degree goals and social class contribute little.

**Seeing With New Eyes: A Learner-Centered Approach to Evaluating Professionalism (Poster - 111686)
Charlene Zhang (AUTHOR); Paul R. Sackett (AUTHOR);
Michael J. Cullen (PRESENTER)**

Author developed a 13-dimension framework to understand the scope of unprofessional behaviors from the perspectives of learners (i.e., residents and fellows) using the critical incident methodology. The framework encompasses active and passive, interpersonal and noninterpersonal behaviors that can inform the assessment and development of professionalism in the clinical learning environment.

**The Effects of Calling in the Workplace: A Meta-Analytic Review (Poster - 112471)
Patrick Rolwes (PRESENTER); Cody B. Cox (AUTHOR)**
Although the concept of calling has existed for hundreds of years, research into the effects of calling is fairly new. This presentation gives an introductory overview of the research so far on calling. Specifically, this paper provides a meta-analysis on research regarding the relationship between calling and job satisfaction, turnover intention, career related self-efficacy, and life meaning.

Developmental Opportunities, Burnout, and Turnover Intentions (Poster - 111791)

Alper Kayaalp (PRESENTER); Derek Gravholt (PRESENTER)

Potential moderating effects of self-determination theory needs were investigated for the relationships between developmental opportunities and both turnover intentions and burnout in a sample of healthcare employees. Results indicated that developmental opportunities were negatively related to both turnover intentions and burnout.

Reasons to Be Overqualified and Their Impact on Affective Well-Being (Poster - 112574)

**Ana Hernandez Baeza (PRESENTER); David GONZALEZ Gonzalez-Munoz (AUTHOR); Ines Tomas (AUTHOR);
Vicente Gonzalez-Roma (AUTHOR)**

Using a sample of 51 university graduates who were overeducated 9 months after graduation, authors examine reasons graduates have to accept a job for which they are overqualified and show that the type of reasons (voluntary or involuntary) contribute to explaining graduates' positive and negative affective well-being (AW) and moderate the relationship between overqualification and negative AW.

**Correspondence Bias in Selection: Differences in Perceptions of Employability (Poster - 112118)
Chi-Leigh Warren (PRESENTER); Cassandra Chlevin (PRESENTER); Nathaniel M. Voss (PRESENTER);
Christopher J. Lake (PRESENTER)**

This study sought evidence of the correspondence bias in perceptions of job changes. Self-ratings of attributions and employability by highly mobile workers were compared to those of hiring managers and casual observers. Significant differences in internal versus external attributions were not found, but workers did view their own employability more favorably than external observers.

**A Profile Approach to Differential Patterns of Successful Learning Management (Poster - 111770)
Corey Tatel (PRESENTER); Ruth Kanfer (AUTHOR);
Julia Melkers (AUTHOR); Sibley Lyndgaard (AUTHOR)**

This study investigated self-regulated learning as a function of course enrollment behavior among graduates from an online master's in computer science program in a largely working adult population. Findings provide proof of concept for extending self-regulated learning paradigms to account for how adults manage

skill learning in the context of both work and nonwork demands.

Why Not Policing?: Repelling Factors Implicated in Vocational Choice Elimination (Poster - 112199)

Kate Den Houter (PRESENTER); Ann Marie Ryan (AUTHOR); Juli Liebler (AUTHOR); Deepshikha Chatterjee (CHAIR)

The changing nature of policing and public scrutiny of the profession have led to shifting perceptions, serving as forces that repel people from the occupation. With a sample of criminal justice majors, authors examine a number of factors implicated with keeping potential candidates from considering a policing career. Findings have implications for recruitment and retention of policing personnel.

Careers in Chaos: What Is Your Story? (Poster - 112424)

Paul R. Yost (PRESENTER); S. Eric Ford (PRESENTER); Brandon Purvis (PRESENTER)

In dynamic environments, the narratives that people tell themselves matter. This study assessed the extent to which personal story arcs and the themes were related to psychological resilience and well-being. Results suggest it is best to frame one's career as a transformational journey or steady upward progress, focusing on growth, one's principles, achievement, and worthy respect.

Personality and the Accumulation of Challenging Experience: A Multicultural Study (Poster - 110264)

Guangrong Dai (PRESENTER); Hein Wendt (PRESENTER)

Analyses of global assessment data found that personality predicted challenging experience above and beyond job tenure, management tenure and position level. Top 2 correlates of challenging experience were openness and extraversion, whereas conscientiousness, emotional stability and agreeableness had little contribution to the accumulation of challenging experience above and beyond the 2.

The Cause of Proactive Relationship Building Behavior: A Motivational Analysis (Poster - 112350)
Zhefan Huang (PRESENTER); Jingyang Gu (AUTHOR); Xiang Yao (AUTHOR)

The authors propose 2 types of motives in proactive relationship building: self-concern motive and other-orientation motive. Adopting goal hierarchy perspective, they invite 208 new middle school teachers in China to investigate the causal link between career goals and employees' proactive relationship building behavior.

Error Management and Gamification on Transfer of Learning in E-Learning (Poster - 112466)

Kareem Panton (PRESENTER); Yichen Cao (PRESENTER); Comila Shahani-Denning (AUTHOR); Rebecca Grossman (AUTHOR)

Within an e-learning context, the study introduces error management training (EMT) in tandem with 2 primary gamification mechanics, leaderboards and badges, and their additive impact on transfer of learning. Results suggest both error management and gamification yield improved outcomes for transfer of learning and contribute to the literature support for using them in combination.

Passing It On: The Trickle-Down Effects of Mentoring (Poster - 112123)

Alyssa Lezcano (PRESENTER); Maryam Ahmad Kazmi (AUTHOR); Christiane Spitzmueller (AUTHOR); Xueqi Wen (PRESENTER)

The potential trickle-down effects of mentoring have yet to be fully explored. To address this, using a sample of 255 tenured and tenure-track faculty members, authors examine career mentoring of faculty as a means to increase the number of graduate student protégés and improve career outcomes through heightened faculty commitment to mentorship.

When Socializing Newcomers Becomes Stressful: Examining the Role of Schemas (Poster - 111515)

Yihao Liu (AUTHOR); Yijue Liang (AUTHOR); Lilang Chen (PRESENTER); Yuan Sun (AUTHOR)

Veteran employees have received little attention from researchers regarding their experience in newcomer socialization. Therefore, authors took a veteran-centric perspective and studied how veteran socialization behavior would shape their ability-based and relation-based schemas, which in turn influenced their stress appraisals.

Family Socioeconomic Status and Adjustment to College: A Social Capital Perspective (Poster - 112235)

Xuan Liu (PRESENTER); Yihan Qu (AUTHOR); Le (Betty) Zhou (AUTHOR); Shenjiang Mo (AUTHOR)

This study proposed and found that among first-year college students, family socioeconomic status was positively related to their friendship with teammates in class, closeness with contacts inside the university, and status of contacts outside the university. These adjustment states in turn were related to adjustment outcomes including peer evaluation, social integration, and career sponsorship.

A Three-Wave Longitudinal Study of Career Aspirations During Late Adolescence (Poster - 111369)

Naidan Tu (PRESENTER); Kevin Hoff (AUTHOR); Christopher Napolitano (AUTHOR); Colin Jian Ming Wee (AUTHOR); James Rounds (AUTHOR)

Patterns of change in career aspirations in terms of RIASEC vocational interests during late adolescence were examined. Results revealed that career aspirations during late adolescence are stable in terms of vocational interests, except for the conventional aspirations that show an increasing trend. Gender differences and variabilities in individual change trajectories were also examined.

Dependent and Autonomous Help: How Mentors Provide Help Influences Effectiveness (Poster - 111965)

Caitlin M. Porter (AUTHOR); Mary Gordon (AUTHOR); Nicole Alonso (PRESENTER)

Authors compare mentors' dependent and autonomous help giving for promoting high-quality mentoring relationships via instrumental and emotional support. Autonomous help predicts both relational outcomes via both forms of support, whereas dependent help predicts instrumental support only. Thus, autonomous help is more effective for promoting high-quality mentoring relationships.

Effects of the Reflected Best Self Exercise on Interview Self-Efficacy (Poster - 112398)

Noelle Baird (PRESENTER); Matthew J. W. McLarnon (AUTHOR); Jennifer Robertson (AUTHOR)

The ability to confidently approach an employment interview is vital for job seekers. Using a pretest, posttest experimental design with a control group (N=190 undergraduate students), authors found that the Reflected Best Self Exercise enhanced participants' interview self-efficacy and that this effect was

moderated by pretest levels of general self-efficacy and career choice confidence.

Relative Importance of Personality and Relational Communication for Negative Mentoring (Poster - 112252)

Rachel Pohlman (PRESENTER); Kimberly E. O'Brien (AUTHOR)

Little is known regarding predictors of negative mentoring perceptions. Relative weights analysis was conducted on data from 145 mentor-protégé pairs. Across negative mentoring dimensions, openness, trust communication, and dominance communication emerged as the most important predictors, relative to other personality traits.

Professional Identity Development and Early Career Embeddedness and Persistence (Poster - 111924)

Seterra D. Burleson (PRESENTER); Xiaoxiao Hu (AUTHOR); Debra A. Major (AUTHOR); Kristi Shryock (AUTHOR)

Early career outcomes of professional identity development over time are examined in a sample of engineering majors. Precollege identity and development of identity over the first year in college were associated with major embeddedness at the end of the year. Identity development trajectories in the first year of college were related to major persistence at the end of the second year.

Working Adults as Self-Regulated Learners: Strategy Use in Online Skill Training (Poster - 111925)

Sibley Lyndgaard (PRESENTER); Ruth Kanfer (AUTHOR)

Concurrent with changes in the nature of work, demands for reskilling have led to a sharp rise in the popularity of online training programs. This study explored self-regulated learning strategy use in working adults enrolled in online advanced skill training programs. Results suggest that social help seeking and management of nonlearning demands are critical for successful learning management.

Employee Migrant Status and Work Adjustment: A Social Cohesion Perspective (Poster - 112166)

Yifan Song (PRESENTER); Yanran Fang (PRESENTER); Mo Wang (AUTHOR); John D. Kammeyer-Mueller (AUTHOR); Junqi Shi (AUTHOR); Hua Guan (AUTHOR)

Analyzing data collected from 1191 employees, it was found that employee migrant status was negatively related to local identity and subsequently lower work adjustment, and these effects were alleviated by time spent in the current city. Further, when perceived migrant worker proportion at workplace was low, migrant workers perceived lower social capital and consequently lower work adjustment.

Does Virtual Safety Training Work? A Meta-Analysis of e-Learning for Safety (Poster - 112004)

Tiffany M. Bisbey (PRESENTER); Molly Kilcullen (AUTHOR); Amanda L. Woods (AUTHOR); Rylee Linhardt (AUTHOR); Eduardo Salas (AUTHOR)

Authors meta-analytically examined the effects of virtual safety training. Findings indicate that virtual safety training is effective overall but that learned skills may not result in improved organizational outcomes such as improved health and safety. Moreover, it may be ineffective for teaching nontechnical skills. They examine several moderators and provide direction for future work.

Changes in Newcomers' Perception of Authenticity and Job Attitudes (Poster - 112225)

Teng Zhao (PRESENTER); Hairong Li (AUTHOR); Jiayi Liu (AUTHOR); Jinyan Fan (AUTHOR); Xiang Yao (AUTHOR)

Using a latent growth modeling (LGM) approach, this paper examined the trajectories of change in newcomers' perception of authenticity and job attitudes (i.e., job satisfaction, organizational commitment), as well as the relationships among these changes. The hypotheses were tested in a sample of 178 newcomers, who were surveyed 4 times during the first year of organizational entry.

The Importance of Networking and Justice in Predicting Performance (Poster - 111570)

Nikola Fedorowicz (PRESENTER); Ricardo Obasare (AUTHOR); Caitlin M. Porter (AUTHOR); Dustin Maneethai (AUTHOR); L.A. Witt (AUTHOR)

Authors proposed and tested a longitudinal, moderated mediation model in which affective commitment predicts performance via networking, and interpersonal justice moderated this chain. Using 259 faculty members, it was found that affective commitment encourages networking, which increases performance. Supervisor interpersonal justice

moderated the association between networking and performance.

**Poster Session (Job Attitudes/Engagement & Motivation/Rewards/Compensation):
4/14/2021 2:00 PM-2:50PM**

Linking Electronic Health Records to Provider Motivation Through Job Design (Poster - 112316)
Bret Arnold (PRESENTER); Anupama Narayan (AUTHOR)

Research continues to show that patient interactions help providers find meaning in their work. However, EHR implementation has changed day-to-day work life of many providers by altering patient-provider interactions. Here, authors propose an interdisciplinary model to help explain how EHR disrupts the motivational architecture of healthcare work even as it improves quality care delivery.

Communication Satisfaction and Nurse Burnout: The Dominance of Personal Feedback (Poster - 112429)
Bret Arnold (PRESENTER); Anupama Narayan (AUTHOR)

Relative dominance analysis was used to delineate the relationships of 7 communication satisfaction subdimensions and burnout in a sample of nurses. In terms of ability to predict nurse burnout symptoms, personal feedback held absolute dominance over all subdimensions. Implications and analysis are discussed.

Psychological Contract Fulfillment and Proactive Behavior (Poster - 112213)
Yaxin Zheng (AUTHOR); Yibo Fan (PRESENTER); Chiachi Chang (AUTHOR)

Authors argue that perspective taking can moderate the impact of psychological contract fulfillment (PCF) on positive affect, which in turn influence proactive behavior. With 164 pairs of employee-supervisor time-lagged data across 3 time points, they demonstrated that a high level of perspective taking will increase employee proactive behavior via positive affect when experiencing PCF.

The Role of Emerging Adult Status on Organizational Identification and Engagement (Poster - 112198)
Alison Dachner (PRESENTER); Stacy L. Astrove (PRESENTER); Jill E. Ellingson (AUTHOR)

This research examines the influence of life stage on predictors of organizational identification (OI) and work engagement. For established adults (>27 years), perceived organizational prestige uniquely predicts OI resulting in increased work engagement. For emerging adults (18-27 years), friendships at work uniquely predicts OI resulting in increased work engagement.

A Model of Native American Worker Job Satisfaction (Poster - 112337)

Alise Dabdoub (PRESENTER); Stephanie Cross (PRESENTER); Lori Anderson Snyder (AUTHOR)

This study attempted to replicate and extend a model of Indigenous worker job satisfaction originally proposed by Haar and Brougham (2103). Results revealed a partial replication with the findings that organizational support for family, diversity related fairness, work–family conflict, and meaningfulness of work all were significant in predicting job satisfaction for Native American workers.

The Interactive Effect of Loneliness at Work and Gender on Workplace Outcomes (Poster - 112502)

Caleb Deutsch (PRESENTER); Chloe Lindner (AUTHOR); Steven J. Lindner (AUTHOR); Andrea Hopmeyer (AUTHOR); Amy Wax (AUTHOR)

The authors investigate the interactive effect of loneliness at work and gender in predicting 3 workplace outcome variables. Findings revealed that when experiencing high levels of loneliness at work, men report significantly greater declines in performance and OCBs, as well as significantly greater increases in CWBs, as compared to women.

An Exploratory Study of Job Attitude Shifts Before and During COVID-19 (Poster - 112107)

Dominique Foster (PRESENTER)

A set of 25 job attitude facets were examined using archival faculty job satisfaction data (N = 6,431) to assess which attitudes were likely to shift during the initial response to an organizational crisis. Findings from multiple between-subjects ANOVAs indicate attitudes that tend to shift in crisis relate to the nature of the crisis, processes for accomplishing work tasks, and leadership.

Organizational Identification: A Meta-Analysis and Meta-Regression (Poster - 111358)

Ian M. Katz (PRESENTER); Rachel Sisu Rauvola (PRESENTER); Sarah N. Palmer (PRESENTER); Kristi N. Lavigne (PRESENTER); Kate Warnock (PRESENTER)

Organizational identification (OI) has been the subject of much research in recent years. As an update to the last comprehensive OI meta-analysis conducted over a decade ago, this investigation extends previous work to encompass post-2003 OI publications. Results supported most hypotheses, with the exception of almost all hypothesized moderation. Implications and limitations are discussed.

Effects of Met Expectations and Negatively Perceived Tasks on Work Behaviors (Poster - 112330)

Jackie Torres (PRESENTER); Jessica Rose Carre (AUTHOR)

Authors investigated the extent to which organizational citizenship behaviors and counterproductive workplace behaviors are influenced by met expectations and negatively perceived tasks. Findings indicate that met expectations influence counterproductive work behaviors through negatively perceived tasks but not for organizational citizenship behaviors.

A 15-Year Study of Unit-Level Facet and General Job Satisfaction/Engagement Stability (Poster - 112394)

Kevin A. Byle (PRESENTER); Jeffrey M. Cucina (AUTHOR); Theodore L. Hayes (AUTHOR); Scott K. Burtnick (AUTHOR); Hanna K. Pillion (AUTHOR)

The unit-level test–retest reliability of various item sets from a job satisfaction/ engagement survey was studied over a 15-year period. Measurements of facet level, global level, and randomly selected item sets each took 2 to 3 years from a baseline before test–retest reliabilities dropped below adequate levels. Significant mean differences on turnover intention existed for all item sets.

When Commute Time Is Bringing Your Employees Down, Will Pay Lift Them Up? (Poster - 112178)

Jessica J. Robles (PRESENTER)

The purpose of this study was to understand if income or perception of pay appropriateness significantly moderated the relationship between commute time and job satisfaction. Results of a regression model showed that income did not moderate, whereas perception of pay appropriateness significantly moderated the relationship.

Enduring Trait or Temporary State: Implications for Engagement in Talent Management (Poster - 111841)
Juliette Lloyd (PRESENTER); Thomas Brent Ayres (AUTHOR); Brooke Danielle Ackerman (AUTHOR); Sahithi Reddy Ellanki (AUTHOR); Dana Noelle Sobel (AUTHOR); Brandon W. Jordan (AUTHOR)

The relationship between components of a state and trait employee engagement was investigated with evidence for construct separation. The trait engagement measure developed was related to traits including achievement striving, energy, optimism, and Initiative. Trait, state, and the interaction between them predicted varying performance outcomes.

Work Engagement and Patient Quality of Care: A Systematic Review and Meta-Analysis (Poster - 111503)

Kenneth Zong Hao Wee (PRESENTER); Alden Lai (AUTHOR)

Authors conducted a systematic review and meta-analysis on the relationship between work engagement of frontline healthcare personnel and patient quality of care. Results indicated a small to medium mean effect size ($r = .27, p < .01$) with 95% CI ranging from 0.14 to 0.39, suggesting that a higher work engagement is associated with enhanced patient quality of care.

Resilience Practices: Catalytic Habits During a Pandemic (Poster - 112416)

Kaitlin Mary Hemphill (PRESENTER); Mackenzie Allison (PRESENTER); Paul R. Yost (PRESENTER)

Resilience is of increasing interest as organizations become more complex and dynamic. Given the vast array of resilience practices, this study assesses which practices are most likely to spillover and act as catalysts for other practices and resilience. Results support the power of physiological and spiritual practices in building one's overall resilience.

Get Ahead and Get Along: Conditional Indirect Effects of Agreeableness on Expediency (Poster - 112583)

Tyleen N. Lopez (PRESENTER); Lars U. Johnson (AUTHOR); Kiran Ariel Gafa (PRESENTER); Zoe Johnston (PRESENTER); Grace Boudjalis (AUTHOR); De'Ericka Bertram (PRESENTER)

Drawing from trait activation theory, authors investigated the indirect relationship between agreeableness on supervisor-rated employee expediency through engagement and moderating role

of negative emotionality. Findings were supportive, revealing the hypothesized negative indirect relationship between agreeableness and expediency was conditional upon negative emotionality.

Live From the Living Room, It's Monday Morning: Virtual Meetings in Our COVID World (Poster - 112423)

Mary Baak (PRESENTER); Joseph A. Allen (AUTHOR); William S. Kramer (AUTHOR); Roni Reiter-Palmon (AUTHOR)

Authors compared affective responses to and perceptions of virtual meetings before and after the sudden shift to remote work this spring. The occurrence of virtual meetings increased, which affected meeting participation and satisfaction. People experienced more positive affect in meetings during COVID, and previous experience with virtual meetings eased the transition.

The Effects of Death Awareness on Withdrawal and Generative Work Behaviors (Poster - 112344)

Megan T. Nolan (PRESENTER); Greer Lexy Bennett (AUTHOR); James M. Diefendorff (AUTHOR); Jason Dahling (AUTHOR)

This study tested aspects of the theoretical contingency model of death awareness proposed by Grant and Wade-Benzoni (2009). Consistent with their predictions, death anxiety was associated with increased job neglect and lower effort, whereas death reflection was associated with greater work effort and helping behaviors (person and task focused).

MTurk Work Design: Implications for Motivation, Attitudes, and Citizenship Behaviors (Poster - 112589)

Michael McFerran (PRESENTER); Gary N. Burns (AUTHOR)

Authors examined traditional theories and their relevance in gig work while exploring gig specific variables for MTurkers. Findings indicate that job characteristics were related to job attitudes, and this relationship was mediated by worker's motivation. Moderated mediation of worker seriousness was not fully supported, indicating that job characteristics can be important for all gig workers.

Where Is My Mind: The Who, What, and Where of Mind Wandering at Work (Poster - 112222)

Anthony J. Belluccia (PRESENTER); Patrick D. Converse (AUTHOR); Nicholas Aaron Moon (AUTHOR); Kauyer Lor (AUTHOR); Cody Eric Harrell (AUTHOR)

This study examines the antecedents and outcomes of mind wandering and introduces a typology for the construct. Latent profile analysis revealed evidence of 8 distinct profiles. Results supported neuroticism and negative affect as predictors of mind wandering. Findings also showed that mind wandering led to reduced job performance, increased cognitive errors, and wasted time.

The Negative Effects of Interruptions on Performance and Affective Well-Being (Poster - 111987)

Chris Juszczak (PRESENTER); Nicholas Aaron Moon (AUTHOR); Yu Duan (AUTHOR); Ali Ghannam (AUTHOR); Patrick D. Converse (AUTHOR)

Workplace interruptions are an increasingly prominent and consequential issue. This study examined the effects of internal and external interruptions on job performance and well-being, and several personality traits as potential antecedents and moderators. Findings supported the negative effects of interruptions and indicated that traits can predict interruptions and moderate their effects.

Was Remote Work More Challenging for Women? A Field Study (Poster - 112410)

Patrick K. Hyland (PRESENTER)

During the pandemic, many organizations implemented remote work arrangements. This study was conducted to understand the challenges that remote employees experienced. Using survey data, authors explored the extent to which male and female employees felt balanced, supported, and able to cope with demands. Results reveal a number of gender-based differences.

How's Your Work Going? The Role of Competitive Tasks on Knowledge Sharing at Work (Poster - 111970)

Richard Currie (PRESENTER); Clayton Culbreth (PRESENTER); Charlotte R. Holden (PRESENTER); Divya Doshi (PRESENTER); Camila Velez de Jesus (PRESENTER); Gabriela Shaer (PRESENTER)

This study explored the relationship between structural competition and knowledge sharing and information detail, including moderators of these relationships. Results suggest structural competition influences knowledge sharing and information detail,

and both social comparison and trait competitiveness moderate the relationship between structural competition and knowledge sharing.

COVID-19 and Exacerbation of Disparities in Computing: Work and Upskilling Attitudes (Poster - 111756)

Sibley Lyndgaard (PRESENTER); Ruth Kanfer (AUTHOR); Julia Melkers (AUTHOR); Justin Charles Sabree (AUTHOR); Corey Tatel (AUTHOR)

This study examined disparities across gender, age, and race/ethnicity in response to the COVID-19 pandemic using a sample of adults who were employed in the computer science sector and engaged in advanced skill training. Results suggest that impacts of the pandemic on both work- and learning-related beliefs and attitudes should not be attributed solely to population-level systemic inequities.

Social Exchange Theory: Justice, Felt Obligation, and Individual Differences (Poster - 112639)

Sylvia G. Roch (PRESENTER); Joshua Ash (PRESENTER); Sherin Shaju (PRESENTER)

Authors investigate limitations of the social exchange theory explanation for justice-outcome relationships by focusing on felt obligation. They investigated whether individuals' felt obligation differs if they perceive just or unjust treatment, which was the case, and if individual differences (just world hypothesis, exchange ideology, and reciprocation ideology) relate to felt obligation.

Performance Rating Calibration Meetings, Rating Preference, and Rating Format (Poster - 112420)

Sylvia G. Roch (PRESENTER); Wei Zhuang (PRESENTER); Sherin Shaju (PRESENTER); Jane Park (PRESENTER); Fanshu Jin (PRESENTER); Ricardo Rashawn Brooks (PRESENTER); Arya Adhikari (PRESENTER)

Does performance rating source (calibration meeting vs. supervisor) relate to employee preference to not receive ratings depending on rating format type, relative and absolute? A significant interaction between source and format shows that format plays a larger role when the rating source is a supervisor, with employees rated with a relative format having an increased preference to not be rated.

Generational Differences at Work: Pomp or Circumstance? (Poster - 111609)

Renata Garcia Prieto Palacios Roji (PRESENTER); John Kulas (AUTHOR); Alicia Stachowski (AUTHOR)

This project compared generational differences in self-reported time spent on work and nonwork activities using data from the Current Population Survey and the American Time Use Survey. The results provide evidence that challenges common stereotypes of workers across generations.

Should We Go With (the) Flow? A Meta-Analytic Comparison of Flow and Work Engagement (Poster - 112546)

William P. Jimenez (PRESENTER); Xiaohong (Violet) Xu (AUTHOR); Xiaoxiao Hu (AUTHOR); Bethany Elliott (AUTHOR); Rozina Hirani (AUTHOR); Seterra D. Burleson (AUTHOR); Konstantin Cigularov (AUTHOR)

In this comprehensive meta-analysis of flow at work ($k = 102$, $N = 41,945$), evidence was found of flow and work engagement's distinctiveness. First, their corrected correlation is .70. Second, flow and engagement differ in relation to half of the correlates, antecedents, and outcomes they were compared across. Finally, flow explains unique variance in outcomes over and above engagement.

A Policy Capturing Study to Understand Determinants of Job Satisfaction (Poster - 112149)

Carolyn J. Winslow (PRESENTER); Emily Kimble (AUTHOR); Seth A. Kaplan (AUTHOR)

This policy capturing study investigated how 5 job characteristics (autonomy, task repetitiveness, supervisor support, idle time, and meaningfulness) influenced anticipated job satisfaction. Results showed that high levels of autonomy, meaning, and support, and low levels of idle time, were positively related to job satisfaction. No significant effects were found for task repetitiveness.

The Development and Validation of Implicit Measures of Job Satisfaction for Students (Poster - 112103)

Xin Wei Ong (PRESENTER); Donald L. Fischer (AUTHOR)

This research used the Implicit Association Test to develop personalized implicit measures of job satisfaction for students. The construct validity of the measures was investigated with a multitrait-multimethod design. Results indicated problems with some psychometric properties, although confirmatory

factor analyses provided some evidence supporting the IATs' convergent and discriminant validity.

Development and Validation of the Goal Conflict Management Strategies (GCMS) Scale (Poster - 112269)

Zhixu Yang (PRESENTER); Franki Kung (AUTHOR)

This research draws on classic interpersonal conflict theories to propose an integrative framework for the study of inter-goal conflict management strategies. Based on this framework, this project has also developed a scale to measure these strategies both at the state and trait levels. Evidence for the reliability and validities of this scale will be presented.

**Poster Session (Org Culture, Performance Appraisal/Feedback & Talent Management):
4/14/2021 2:00 PM-2:50PM**

Safety Climate: Perceptual Discrepancies Across Organizational Hierarchy (Poster - 111639)

Yueng-Hsiang E. Huang (PRESENTER); Janelle H. Cheung (AUTHOR); Jin Lee (AUTHOR); MacKenna L. Perry (AUTHOR); Yimin He (AUTHOR); Elisa Rega (AUTHOR)

Organizational hierarchical disparities of safety climate perceptions among senior executives, field supervisors, and front-line employees were examined. Data from 861 utility workers, 153 supervisors and 45 executives showed significantly higher scores from executives/supervisors than employees. Only employee perceptions related to employees' safety behaviors and could predict outcomes.

Key Drivers of Trucking Safety Climate From the Perspective of Leader-Member Exchange (Poster - 111899)

Yueng-Hsiang E. Huang (PRESENTER); Yimin He (AUTHOR); Jin Lee (AUTHOR); Changya Hu (AUTHOR); Bowen Shi (AUTHOR); Yongjuan LI (AUTHOR)

Authors examine the effect of leader-member exchange and 4 other variables on safety climate in 5,083 truck drivers with a Bayesian network approach. Findings showed supervisory integrity and LMX had the strongest independent effects on safety climate. Different joint strategies for promoting organization/group safety climate was found.

Times Are A-Changing: Development and Validation of a Short Measure of Change Fatigue (Poster - 112534)

Emily Gallegos (PRESENTER); Matt Gilley (AUTHOR); Natasha Haight (AUTHOR); Gregory J. Pool (AUTHOR); Cody B. Cox (PRESENTER)

Change fatigue refers to the state when excessive change has led workers to feel exhausted and unable to further adapt. This study developed and validated a new measure of change fatigue. In 2 studies, change fatigue predicted stress, burnout, engagement, and turnover. Further, change fatigue had significant indirect effects on team performance, turnover, and self-rated performance.

Measuring the Impact of Change on Employees: A Meta-Analysis of Change Fatigue (Poster - 112560)

Cody B. Cox (PRESENTER); Gregory J. Pool (AUTHOR); Emily Gallegos (AUTHOR); Juan Balcazar (AUTHOR)

Researchers conducted a meta-analysis to explore the relationship between various measures of the impacts of change (i.e., fatigue, frequency, impact, attitudes) on important organizational outcomes. Results indicated that change fatigue was a stronger predictor for job satisfaction ($r = -.55$), emotional exhaustion ($r = .56$), and turnover intention ($r = .43$).

The Role of Task Interdependence in Helping Reciprocation (Poster - 111419)

Michael DiStaso (PRESENTER); Wheeler Nakahara (AUTHOR); Reka Anna Lassu (AUTHOR); Mark G. Ehrhart (AUTHOR); Steven W. Whiting (AUTHOR)

This study investigated whether task interdependence facilitates or inhibits the reciprocation of instrumental help. Hypotheses were tested using daily diary data from 100 workers across 2 weeks. Findings indicated that highly interdependent employees were less likely to reciprocate instrumental help than less interdependent employees.

Stress Outcomes of Workplace Helping: An Application of Hindrance Appraisals (Poster - 111562)

Michael DiStaso (PRESENTER); Mark G. Ehrhart (AUTHOR)

This study advances research on the “dark side” of organizational citizenship behavior. This event sampling study examined situations where helpers experienced stress from helping coworkers. Results indicated that employees appraised helping as a hindrance when the help was difficult to provide.

Feedback Seeking Between Groups: The Cost of Minority Status on Trust Perceptions (Poster - 112635)

Brad Wolfred (PRESENTER); Arielle Nicole Lewis (AUTHOR); Jacob Schneider (PRESENTER); Jane Williams (AUTHOR)

This study seeks to extend previous work examining how supervisor race impacts the decision to seek feedback. Minority status within a supervisor–employee dyad suggests an additional cost for Black employees to seek feedback. Across 2 experimental studies, this research found that Black employees sought feedback less from an out-group supervisor due to perceptions of trust.

Feedback Seeking and Role Ambiguity During COVID-19: A Latent Growth Modeling View (Poster - 112459)

Alina Gerlach (PRESENTER); Gudela Grote (AUTHOR)

Authors examined feedback seeking and uncertainty in a 10-week survey of remote working during COVID-19 lockdown. Using latent growth modeling, they show how different uncertainties enhance each other, and how more frequent feedback seeking is able to decrease uncertainty during remote work. Further investigations of the intricate relation between feedback seeking and uncertainty are discussed.

Understanding Employee Openness to Organizational Change (Poster - 111817)

Alper Kayaalp (PRESENTER); Tyler James Carlson (PRESENTER); Kyle J. Page (PRESENTER)

This study investigated the relationship of employee openness to organizational change with job stress and turnover intentions, and tested the moderating effect of psychological ownership. Findings indicated that there is a negative relationship between employee openness to organizational change, and job stress and turnover intentions.

Latent Profiles of Organizational Citizenship Behavior Motives (Poster - 111966)

Amanda Butler (PRESENTER); Seulki Jang (AUTHOR)

This study investigates latent profiles of OCB motives based on organizational concern (OC), prosocial values (PV), and impression management (IM). Results found 4 profile groups. Those with all high OC, PV, and IM motives gave and received the most OCB and reported the lowest psychological strain. It highlights that having high IM can be beneficial when accompanied by high PV and high OC.

Performance Improvement Plans in Litigation: A Neglected Performance Management Tool (Poster - 112503)

Anjelica Marie Mendoza (PRESENTER); Bailey Heather Lockaby (PRESENTER)

This paper is an examination of best practices for performance improvement plans (PIPs) using employment litigation. Three cases with information about an employee's PIP were examined for evidence of fifteen best practices identified from the larger performance management literature. This examination revealed that the intended purpose of PIPs and their perception and utilization differ greatly.

Perceived Feedback-Seeking Motives Determine Feedback Givers' Effort (Poster - 111516)

Amy Florine Minnikin (PRESENTER); James W. Beck (AUTHOR); Winny Shen (AUTHOR)

Most feedback-seeking research has ignored the feedback giver's perspective. Authors examine how givers' perceptions of seekers' motives affect the level of effort allocated to a feedback episode. A positive relationship between givers' effort and their perception of the seeker's instrumental motives and a negative relationship between effort and perceived image enhancement motives were found.

Creating Space for Care: Enhancing Patient-Centered Outcomes With Supportive Design (Poster - 112346)

Alessa Natale (PRESENTER); Chapman Jones Lindgren (AUTHOR); Julie V. Dinh (AUTHOR)

Hospitals present challenges to the development of patient-provider relationships. This study sought to examine how supportive design of hospital units impact patient-centered performance (PCP) outcomes (patient trust and satisfaction). Following the development of a new, larger, and improved pediatric intensive care unit, quantitative field data indicated significant increases in PCP outcomes.

Identifying Profiles of Employee Negative Beliefs About Accepting Help and Correlates (Poster - 111476)

Denise Law (PRESENTER); Midori Nishioka (AUTHOR); Douglas J. Brown (AUTHOR); James W. Beck (AUTHOR)

Helping behaviors are beneficial, but employees might have 5 different negative beliefs about accepting coworker help (NBACH). Moreover, it is unclear whether there are subgroups of employees who

believe in different combinations of the 5 beliefs. Thus, authors adopted a profile approach to understand NBACH and examined the correlates of NBACH profiles.

Human Resource Management Agility Practices: A Typology and Test of Effectiveness (Poster - 111692)

Emily D. Campion (PRESENTER); Michael A. Campion (AUTHOR); Xiaoyuan (Susan) Zhu (AUTHOR); Alexander Alonso (AUTHOR)

Authors develop a typology of human resource management agility practices (HRMAP) to understand how organizations pivoted human capital and HR practices in response to COVID-19. Using a mixed methods approach, they collect qualitative data to create an HRM Agility Practice scale and then test the relationship between practices and organizational outcomes (e.g., unemployment filings, furloughs).

I-O, Meet Scrum: Agile Engineering Processes for Teams and Change Management (Poster - 112430)

Erin E. Bowen (PRESENTER); James Pembridge (AUTHOR); Timothy Wilson (AUTHOR); Massood Towhidnejad (AUTHOR); Carlos Alberto Castro (AUTHOR); Omar Ochoa (AUTHOR); Nicole Mystrow (AUTHOR); Olivia Roa (AUTHOR)

Study explores Scrum, a comprehensive team performance process based on Agile engineering principles, through an I-O lens. Study focuses on impact of Scrum implementation on team performance, organizational culture, and change management. Role of I-O in implementing engineering process improvement programs is discussed, as well as need for greater I-O involvement in engineering process management.

Organizational Transformation: Critical Levers for Driving Change (Poster - 112677)

Guangrong Dai (AUTHOR); Evelyn Orr (PRESENTER); Maggie Patrick (PRESENTER); Rachel Caruso-Novack (PRESENTER)

Traditional organizational change models often follow a linear path and assume an end state in which the organization is transformed. In an introductory analysis of 120 companies, this study illustrates most successful companies see transformation as an organizational capability. Results additionally determined seven transformational factors that lead to successful performance.

A Meta-Analysis of Modesty Bias in East Asian Self-Ratings (Poster - 111412)

Inchul Cho (PRESENTER); Christopher M. Berry (AUTHOR); Biyun Hu (AUTHOR)

Based on 53 studies (79 independent samples), 3 important moderators (rating purpose, performance dimension, and country) influencing the degree of a modesty bias in East Asian employees' self-ratings of job performance were found. Meta-analytic results showed East Asian employees generally exhibited a leniency, rather than modesty, bias in most cases.

Three Meta-Analyses Assessing Organizational Characteristics and Sexual Harassment (Poster - 111849)

Jessica Zalewski (PRESENTER); Angelia Yvonne Delacruz (AUTHOR); Grace Boudjalis (AUTHOR)

Authors analyzed the predictive roles of organizational characteristics on workplace sexual harassment. In separate meta-analyses, gender composition ($rc = -.22$) and tolerance climate ($rc = .31$) were identified as significant predictors. However, race was not identified as a significant predictor ($rc = .03$). With the momentum of the #MeToo movement, the meta-analyses were timely and necessary.

Tweet, Tweet Read All About It: The Impact of Social Media on Performance Appraisals (Poster - 111975)

Kajal Rajan Patel (PRESENTER); Charles A. Scherbaum (AUTHOR)

Social media has blurred the boundaries between work/life. This study uses an experimental design to examine the relative impact of positive and negative job relevant and irrelevant information obtained through social media from different sources (self-posted vs. customer's post) on performance ratings. Results suggested that social media information can influence performance evaluations.

Development and Validation of Implicit Measures of Organizational Climate (Poster - 112144)

Kailey Ann Meyer (PRESENTER); Donald L. Fischer (AUTHOR)

This research used IAT procedures to develop measures of selected aspects of organizational climate (leadership support and role stress) and examined the relationships of the implicit measures with theoretically related explicit measures according to a multitrait-multimethod design. Confirmatory factor

analyses provided evidence of convergent and discriminant validity.

The Effects of Future Time Perspective and Role Identity on CWB and OCB (Poster - 112063)

Kiara A'Lonn Gray (PRESENTER); Michael Horvath (PRESENTER)

Authors analyzed the impact of future time perspective and role identity on counterproductive and organizational citizenship behaviors. Although FTP and role identity did not interact, role identity, as well as perceptions that time was running out at both home and work, related to extra-role behaviors.

Let the Music Play: The Effects of Music at Work (Poster - 112084)

Matthew Ng (PRESENTER); Juseob Lee (AUTHOR); Steve M. Jex (AUTHOR)

Although music research has grown in popularity, I-O psychology has lagged compared to other fields. This study takes an intermediate approach by investigating the moderating effects music on the stressor-strain relationship between job boredom and OCB and CWB via job-related affect. Results, limitations, and future studies are discussed.

Does Competitive Climate Lead to Problems at Home? (Poster - 109956)

Minseo Kim (AUTHOR); Terry A. Beehr (AUTHOR); Arpana Rai (PRESENTER)

Two waves of data from Indian employees in both public and private sectors supported a mediation model explaining negative spillover effects of competitive climate on family life. Spillover was fostered by employees' workaholic responses, which was related to less psychological detachment from work and more emotional exhaustion, predicting work-family conflict.

Compliance on a Budget: The Effects of Climate and Compliance Budget on IS (Poster - 112656)

Ricardo Rashawn Brooks (PRESENTER); Kevin J. Williams (AUTHOR); So Yun Lee (AUTHOR)

Information security (IS) compliance was studied in a low fidelity simulation using experimental vignette and situational judgment (SJT) methods. The simulated IS climate was manipulated and participant responses to SJT scenarios were recorded. Results showed that climate (via manipulation) and the rewards and costs

associated with IS (compliance budget) influenced the likelihood of noncompliance.

Coping With Success: Effects of Coworker Relationship Quality on Outperformers (Poster - 112068)

Soo Hyun (Ashley) Lee (PRESENTER); Anne E. Kato (PRESENTER); Kristin Sommer (AUTHOR)

Authors examined the effects of coworker relationship quality on responses to outperformance. Across 2 studies, outperformers in high-quality coworker relationships intended to show affiliative behaviors toward the coworker via interpersonal concern. In contrast, outperformers in low-quality coworker relationships intended to show antisocial behaviors via feelings of superiority.

The Big Five and Adaptive Performance: A Meta-Analysis (Poster - 112370)

Dana H. Tomeh (PRESENTER); Paul R. Sackett (AUTHOR)

Big 5 personality has had mixed relationships with adaptive performance. This meta-analysis breaks down the analyses by objective, self-ratings, and supervisor ratings to see if different measures show different Big Five-adaptive performance relationships. Results show higher correlations for self-ratings or objective measures, but k values are small and confidence intervals include 0.

A Meta-Analysis of Adaptive, Task, and Contextual Performance and Their Predictors (Poster - 111589)

Hye Soo Park (PRESENTER); In-Sue Oh (AUTHOR); Jason L. Huang (AUTHOR); Dishu Hu (AUTHOR)

This study meta-analytically addresses (a) to what extent adaptive performance is related to task and contextual performance and (b) how general mental ability [GMA], personality, and self-efficacy are differentially associated with these 3 performance criteria. Results suggest adaptive performance is an interstitial criterion and more strongly related to GMA and self-efficacy than personality.

Why and When Helping Others Is Helping Yourself? A Supervisor Attribution Perspective (Poster - 111636)

Dishu Hu (PRESENTER); Biyun Hu (AUTHOR); In-Sue Oh (AUTHOR)

Authors draw from attribution theory and social comparison theory to theorize the mechanism

underlying the relationship between help giving and an employee's overall job performance. With a time-lagged research design and 110 responses, it was found that perceived prosocial motives mediated this positive relationship and that this relationship was more positive when a weaker helping norm existed.

How Affirmative Inquiry Matters: An Exploratory Study on Mechanisms and Boundaries (Poster - 112671)

Xi (Rita) Wang (PRESENTER); David Cassell (PRESENTER); Elizabeth Kammer (AUTHOR)

With a sample of 196 participants, it was found that appreciative inquiry is positively related with change self-efficacy, gratitude, communion striving, and accomplishment striving. Such relationship is more salient among humble people.

Safety Climate Profiles in Remote Workers: Associations with Predictors and Outcomes (Poster - 111903)

Yimin He (AUTHOR); Yueng-Hsiang E. Huang (AUTHOR); Bowen Shi (PRESENTER); Yongjuan LI (AUTHOR); Jin Lee (AUTHOR)

Authors examined safety climate profiles with 2421 workers in 183 teams. Findings revealed the existence of 5 safety climate profiles. Results showed low leader-member exchange predicts group- and organization-focused profiles, and low ownership predicted group-focused profile. Besides, organization-focused profile was associated with low level engagement and safety behaviors.

**Poster Session (Personality & Job Analysis/Competency Modeling):
4/14/2021 3:00 PM-3:50PM**

Personality Inventory for the DSM-5 Trait Facets and Non-Task Performance (Poster - 111811)

Elise Lauren Anderson (PRESENTER); Paul R. Sackett (AUTHOR); Matt McGue (AUTHOR)

Authors examined the relationship between 13 personality facets from the Personality Inventory for the DSM-5, which measures the nonclinical but maladaptive regions of personality trait continuums, and non-task performance. Results from 1690 participants in a community sample showed that the traits accounted for more variance in CWB than OCB (11% versus 3% respectively).

The Perceived Controllability of the Big Five Personality Traits at Work (Poster - 111554)
Bethany Westerberg (PRESENTER); Mallory A. McCord (AUTHOR)

The extent to which a personality trait is perceived to be controllable may influence bias in the workplace. This study examined the perceived controllability of the Big 5 personality traits at work. Employees reported the extent to which they perceive each of the Big 5 traits to be controllable in the workplace. Results indicated that conscientiousness was viewed as the most controllable.

Impact of COVID-19 on Candidate Adaptability, Coping, and Resilience (Poster - 112654)
Courtney T. Van Overberghe (PRESENTER); Chris Coughlin (PRESENTER)

Authors examined US candidate data to determine if adaptability and resilience had decreased due to pandemic restrictions. Findings indicate significantly lower scores between pre- and post-COVID-19 data but did not find a significant decrease between spring and summer 2020 data. It was posited that within-person data will demonstrate lower scores pre/post-COVID-19 (data available early 2021).

Psychometric Network Analysis of Core Self-Evaluation as a Reinforcing System (Poster - 112387)
Dan V. Simonet (PRESENTER); Christopher M. Castille (PRESENTER); Morgan Russell (PRESENTER); Pasquale Tosto (PRESENTER)

Core self-evaluation (CSE) is oft understood as a latent attribute causing interrelated evaluations (e.g., self-esteem, self-efficacy). Psychometric networks imply CSE is a system of interlocking evaluative beliefs. The network better reflects the data through structural tests, differential overlap with the Big 5, and as multivariate system of distinct effects on attitudes and motivations.

The Role of Extraversion on Work Social Outcomes While Social Distancing During COVID (Poster - 112538)

I-Heng Wu (PRESENTER); Man-Ling Chang (AUTHOR); Ivan Liu (AUTHOR); Yu-Ching Chiao (AUTHOR)

Authors investigate whether extraverted employees respond to social distancing restrictions during COVID-19 by engaging in more positive interpersonal behaviors at work. They relied on a multisource, multiwave data set collected during COVID-19.

Statistical increase in social expansion and service creativity was found when social distancing at work, COVID-19 stressors, and extraversion are high.

Narcissism, Emotion Recognition, and Implications for Leadership (Poster - 111851)

Jennifer Renee Raley (PRESENTER); Joshua D. Foster (AUTHOR)

Intermediate content. Subjects (N = 291) completed measures of cognitive empathy and a measure of narcissism—a negative association was found ($r = -.24^{**}$). There are implications for narcissistic leadership—struggling to infer others' thoughts could harm a company. Effective leaders know how to resolve interpersonal conflict, organize a productive team, and hire the best employees.

BAIG Index of Agreement: Applications for Job Analysis and Qualitative Research (Poster - 112495)

Jordan Epistola (PRESENTER); Paul J. Hanges (AUTHOR)

The introduction of technology changed the nature of work. The underlying assumptions of job analysis may no longer be appropriate. Authors introduce the Blau Agreement Index and argue that it can be used to justify HR policies/practices when job-analysis information is qualitative in nature. They use a common data set to compare this new index with the quantitative rwg index.

Gender Differences in the HEXACO Personality Traits: To What Extent Are They Real? (Poster - 111895)

Jisoo Ock (PRESENTER); Samuel T. McAbee (AUTHOR)

This study examines the effect of measurement noninvariance across gender on the accuracy of observed gender mean differences on HEXACO-100. Results showed that measurement noninvariance lead the observed mean gender differences for Honesty-Humility and Conscientiousness to meaningfully underestimate the true gender differences in these scales.

Gender and Ethnicity Differences in Career Interests: A Large-Scale Analysis of Basic (Poster - 112196)

Kenneth Eduardo Granillo-Velasquez (PRESENTER); Hannah Sarah Nelson (PRESENTER); Kevin Hoff (AUTHOR); Michael L. Morris (AUTHOR); Fred Oswald (AUTHOR); Alexis Victoria Hanna (AUTHOR)

Authors performed a large-scale analysis of gender and ethnicity differences in 30 basic interest scales using a sample of 1.28 million participants. Significant gender differences were found in 22 scales, with effect sizes ranging from $d = .54$ to $d = -.98$. Smaller differences were found for ethnicity, supporting the use of interests in selection batteries to mitigate adverse impact.

Factor Analysis of Peer-Rated Dark Triad Dirty Dozen (Poster - 112678)

Matthew Christopher Palomo (PRESENTER); Cody B. Cox (AUTHOR)

Reliability and factor analyses were conducted on a peer-rated version of the Dark Triad Dirty Dozen. The 3-factor model fit significantly better than the 1-factor model based on chi-square critical values ($p < .01$), and the measure had good reliability ($\alpha = .952$). Items are analyzed using item-total correlations, explanatory factor analysis, and Cronbach's alpha if deleted.

Providing Personality "Insight" to Competency Differentiation: A Synthetic Approach (Poster - 111755)

Matthew R. Lemming (PRESENTER); Stephen Good (PRESENTER)

Competency modeling, when done correctly, should meet certain standards. Authors addressed whether Insight competencies are sufficiently specific without being too limiting. The study used synthetic validity meta-analyses to distinguish the personality predictors of business insight from industry insight and financial insight using the Hogan Personality Inventory and the Hogan Development Survey.

General Factor of Darkness in Relation to Counterproductive Work Behaviors (Poster - 112155)

Mariah Moore (PRESENTER); Deniz S. Ones (AUTHOR)

Authors used exploratory bifactor analysis on multiple measures of dark personality traits (e.g., Machiavellianism, narcissism, psychopathy, sadism, vulnerable narcissism) at the subscale level and tested models on a second sample of working adults. Results indicate a general factor of "darkness" and sadism/disinhibition factor most explain dark personality relationships with CWB.

LMX and Abusive Supervision: Does Personality Play the Role of Moderator? (Poster - 112161)

Paul M. Amari (PRESENTER); Juseob Lee (AUTHOR); Steve M. Jex (AUTHOR)

This study investigates the relationship between leader-member exchange (LMX) and perceived abusive supervision using vignettes developed from Tepper's (2000) scale and aims to show that individual differences can moderate this relationship. Results indicate neuroticism, agreeableness, and psychopathy moderate the relationship between LMX and the perception of abusive supervision.

A Person-Centered Investigation of Time Urgency and Related Work Outcomes (Poster - 111504)

Rebecca Harmata (PRESENTER); Jeffrey M. Conte (AUTHOR); Julianna Roy (AUTHOR)

In a sample of 370 travel agents, multiple time urgency dimensions were examined using a person-centered approach. Three distinct temporal profiles were identified using latent profile analysis: unhurried, task oriented, and take charge. These profiles also had significant differences on 3 outcome variables: intrinsic satisfaction, depersonalization, and low personal accomplishment.

Predicting Performance Profiles: A Personality-Based Approach (Poster - 112407)

Rachel Whitman (PRESENTER); Daniel J. Svyantek (AUTHOR)

This study identified four latent profiles of STEM exam performance, examining motivation-related traits as covariates. Grit—but not academic resilience—positively predicted membership in the profile characterized by academic recovery. Low conscientiousness predicted membership in the least stable performance profile. Results encourage re-evaluation of distinctions in constructs.

Exploring the Sweet Spot of Work Design on CWB-O Using a Too Little/Too Much Scale (Poster - 112207)

Sara Devin Stegemoller (PRESENTER)

This study examined relationships between work characteristics and CWB-Os using a too little/too much scale. Findings revealed that self-reported CWB-O occurrence is the lowest at employees' ideal level of 3 work characteristics: autonomy, task identity, and task significance. For 2 work characteristics, skill variety and task identity, this relationship was moderated by job complexity.

The Big Five and Concern for Information Privacy (Poster - 112602)

Stefan Val Dumlao (PRESENTER); Stephanie C. Payne (AUTHOR)

This paper reviews and updates the literature on the relationships between the Big 5 and Concern for Information Privacy (CFIP). In a survey of 275 employed adults, the Big 5 accounted for 18% of the variance in CFIP. Openness, agreeableness, and conscientiousness were found to be positively related to CFIP, extraversion was negatively related, and neuroticism was not significantly related.

Examining the Structural Validity of Vocational Interest in 46 Countries (Poster - 112638)

Dominic J. Shafer (PRESENTER); Anneliese Yuenger (AUTHOR); Wei Ming Jonathan Phan (AUTHOR)

Authors examined the structural validity of the RIASEC circumplex in 46 countries ($k = 46$, $n = 77,061$). All countries examined exhibited a good fit for Holland's circumplex; both circulant and quasi-circumplex models. Results held for both parametric and non-parametric tests conducted. Overall, results provide evidence for the cross-cultural generalizability of the RIASEC structure.

Job Autonomy and Role Ambiguity: Moderating Role of External Constraints (Poster - 112647)

Liyao Pan (PRESENTER); Arran Caza (AUTHOR); Shannon L. Marlow (AUTHOR)

Authors examined the moderating effect of managerial jobs, power distance cultures, and uncertainty avoidance cultures on the relationship between job autonomy and role ambiguity. Results of the study supported a negative relationship. Results also indicated the job autonomy-role ambiguity relationship was weaker among managerial employees and employees in low uncertainty avoidance cultures.

The Microfoundations of Ambidexterity: Individual Ambidexterity and Knowledge Sharing (Poster - 112203)

Minyoung Cheong (PRESENTER); Haeseen Park (PRESENTER); Soohyun Yoon (PRESENTER)

The purpose of this research is to advance our understanding of individual ambidexterity—a nascent research stream in organizational behavior. Using a polynomial regression analysis, exploratory findings demonstrate that balance between exploration and exploitation roles is associated with reduced role

overload, which in turn, is conducive to employee knowledge sharing behaviors.

A Meta-Analysis of Perfectionism and Goal Orientations: Implications for Work (Poster - 112362)

Jing Yuan Tian (PRESENTER); Deniz S. Ones (AUTHOR)

This study meta-analytically examined relations between perfectionism with achievement goal-orientations: performance approach, performance avoidance, mastery approach, and mastery avoidance. Adaptive perfectionism was substantially related to approach goal-orientations. Future research should examine whether approach goal-orientations mediate adaptive perfectionism's links to job performance.

Personality and Occupational Gravitation: Evidence From Two Longitudinal Studies (Poster - 112320)

Dana H. Tomeh (PRESENTER); Heidi N. Keiser (AUTHOR); Paul R. Sackett (AUTHOR)

This study examined the role of personality in occupational gravitation across job complexity levels in two national longitudinal samples. Results found that Extraversion (+), Conscientiousness (+), and cognitive ability (+) predicted upward movement in job complexity and final job complexity. The 2 samples showed mixed results for Agreeableness, Emotional Stability, and Openness.

What Are You Curious About? A Comprehensive Framework of Curiosity (Poster - 111689)

Charlene Zhang (PRESENTER); Nathan R. Kuncel (AUTHOR)

Authors conduct a series of EFA, SME sorting, and CFA studies using 3 different samples to examine the underlying factor structure of curiosity and create a comprehensive framework of the construct. Results reveal an 8-dimension model that covers curiosity of different nature (e.g., affective, cognitive, perceptual, sensational, etc.). The model has value for informing future research.

Personality Aspects Help Explain Underprediction of Women's Academic Performance (Poster - 111480)

You Zhou (PRESENTER); Thomas Brothen (AUTHOR); Paul R. Sackett (AUTHOR)

Through replicating findings from a previous study (Keiser et al., 2015) and investigating the relationship between personality aspects and academic performance, it was found that personality aspects

showed varying correlation patterns with academic variables compared to personality factors.

**Poster Session (Inclusion/Diversity):
4/14/2021 3:00 PM-3:50PM**

A Pattern Approach to Understanding Individual Differences in Racial and Gender Bias (Poster - 112449)

Manasia Sturdivant (PRESENTER); Jessica Gladfelter (PRESENTER); Elsheba K. Abraham (PRESENTER); Neil M. A. Hauenstein (PRESENTER)

This paper uses a person-centered approach to analyze behavioral expectations in response to race and gender microaggressions on the race (R-SJT) and gender (G-SJT) respectively. A solution is found for both measures with a general pattern of low and high racism/sexism. Also, racial/gender differences in profile membership are discussed.

Antecedents of Work Volition in a Sample of Black, Working Adults (Poster - 112304)

Manasia Sturdivant (PRESENTER); Elsheba K. Abraham (AUTHOR); Jessica Gladfelter (AUTHOR); Whitney Wall (AUTHOR); Neil M. A. Hauenstein (AUTHOR)

This study replicates past research that found discrimination experiences and economic resources are antecedents of work volition (WV). It also found that critical reflection (CR) about discrimination was an antecedent of WV, and CR moderated the relationship between examined discrimination experiences and WV. Implications of the results for the psychology of working theory are discussed.

Not If but When Do We Show Bigotry? Ego Depletion, Moderators and Boundary Conditions (Poster - 112297)

Elsheba K. Abraham (PRESENTER); Neil M. A. Hauenstein (AUTHOR)

Individuals self-regulate to avoid using stereotypes as cognitive heuristics when processing social information. However, the capacity for effective self-regulation is limited. This study explores self-regulation through emotion regulation, and demonstrates that expressions of bigotry are affected by emotion suppression, egalitarianism and gender when tasks are linked by racial injustice.

A Theory Development of Benevolent Racism (Poster - 112625)

Nisha Hafeez Quraishi (PRESENTER); Alexander Michael DeChurch (AUTHOR); Sherif al-Qallawi (AUTHOR)

Benevolent racism is a highly relevant, nuanced type of racism that has yet to be fully understood. This paper aims to shed the light on this understudied construct and to develop a theory that can explain what benevolent racism is, how it takes place, and what the experience of benevolent racism entails from the perspective of both the perpetrator and the receiver of racism.

A Typology of Racism at the Workplace (Poster - 112645)

Nisha Hafeez Quraishi (PRESENTER); Alexander Michael DeChurch (AUTHOR); Sherif al-Qallawi (AUTHOR)

A limitation in workplace racism (WR) literature is the lack of categorization of different types of WR. Oversimplification of different types of racism has led to inconsistent examples of WR. This introductory piece addresses these limitations, classifies different types of racism, and examines them in the workplace. Included is a typology with examples of racism types in a workplace setting.

Assessing Burnout in Diversity and Inclusion Professionals (Poster - 112392)

Jennifer L. Kisamore (PRESENTER); Andrea Pemberton (AUTHOR)

Perceptions of role dysfunctions, top management support, and tokenism were examined as possible predictors of burnout in a network sample of 64 diversity and inclusion (D&I) professionals. D&I professionals' levels of burnout were also compared to a normative sample. Results indicated factors which predict burnout among D&I professionals and indicate the work is challenging yet rewarding.

Perceptions of Team Contributions for Men and Women (Poster - 112637)

Abigail R. Corrington (PRESENTER); Eden B. King (AUTHOR); Jeremy F. Dawson (AUTHOR); Michelle (Mikki) Hebl (AUTHOR)

Using an experimental design, authors find that female team members who enact more agentic than communal behaviors—or more communal than agentic behaviors—are perceived as contributing significantly

less than their male counterparts who enact the same behaviors. Women are only perceived as contributing equally to men when they enact moderate amounts of both agentic and communal behaviors.

Sexual Harassment Perceptions in College Students (Poster - 112339)

Jenna L. K. Daily (PRESENTER); Alexander T. Jackson (AUTHOR); Judith L. Van Hein (AUTHOR); Patrick M. McCarthy (AUTHOR)

This study examined how young adults' perceptions of sexual harassment are influenced by the importance of work to their life and their parent's lives and perceived parental support. Authors found that young adults who view work as less important to their life are more likely to perceive behaviors as sexually harassing.

A Field Study Examining the Impact of Race and Gender on Donation Requests (Poster - 112457)

Amanda L. Woods (PRESENTER); Felix Wu (AUTHOR); Evan Mulfinger (AUTHOR); Michelle (Mikki) Hebl (AUTHOR)

Understanding what factors impact the successful solicitation of donations is critical to underserved populations. A field study was conducted to examine the impact of solicitor race and gender on the solicitation of donations from dentist offices. Results indicated Latinos were less likely to receive donations compared to Whites; however, they received more positive interpersonal treatment.

Perception as a Moderator of the Relationship Between Sexism and Collective Action (Poster - 112245)

Joie Magalona (PRESENTER); Olivia Brush (AUTHOR); Amy Wax (AUTHOR); Elyse Holman (AUTHOR)

The authors examined how the perception of sexism moderates the relationship between the manipulation of hostile sexism and collective action intentions and behaviors. Findings reveal that perception of sexism significantly moderates the relationship between hostile sexism and collective action intentions, such that collective action intention scores increase as perception of sexism increases.

Actual and Perceived Compositional Diversity: The Impact on Team Viability (Poster - 112530)

Joshua Royes (PRESENTER); Anupama Narayan (AUTHOR)

Specificity in defining diversity is necessary to examine how diversity impacts team-level outcomes. This paper examines how actual and perceived diversity influence team viability. Results indicate that a team's perception of their power distribution negatively predicted team viability.

Considering Gender and Race in Perceptions of IM in Police-Civilian Interactions (Poster - 112183)

Kate Den Houter (PRESENTER); Deepshikha Chatterjee (PRESENTER)

Two experimental studies investigate how identity management (IM) strategies used by female and racial minority officers during tense police-civilian interactions impact officers' ratings of competence, warmth, and appropriateness of actions. Not all IM strategies established positive perceptions of officers. Gender and race effects were observed. Implications are discussed.

Disclosure Dilemmas for LGB Women: Implications for Well-Being and Work Outcomes (Poster - 112395)

Sofia Ava Boyer (PRESENTER); Della Agbeke (AUTHOR); Jeanette N. Cleveland (AUTHOR)

This study examined the relationship between disclosure of sexual orientation and specific outcomes among younger and older LGB women, including job satisfaction, turnover intentions, and physical well-being. Using a previously collected data set, results showed that both work disclosure and nonwork disclosure had differential relationships with well-being and work outcomes depending up age.

Are We SIOP? Representation at the Annual SIOP Conference (Poster - 112404)

Anne Prendergast (PRESENTER); Stephanie Treat (AUTHOR); Michael Spooner (AUTHOR); Phinehas K Wiredu (AUTHOR); Menekse Leyla Mohammed (AUTHOR); Lisa Nicole Mitchell (PRESENTER); Juliet Aiken (AUTHOR); Jamie DePaul (AUTHOR); Isabelle Fabius (AUTHOR); Alexan

Presenter demographics at the annual Society of Industrial-Organizational Psychology (SIOP) conferences were examined. The study investigated SIOP conferences from 2018, 2019, and 2020. Academics, PhDs, and White authors are overrepresented in SIOP conferences compared to their representation in SIOP membership overall.

Brave or Brash? Exploring Metastereotypes of Voicers and Nonvoicers in the Workplace (Poster - 112169)**Julie B. Olson-Buchanan (PRESENTER); Rushika De Bruin (PRESENTER); Lisa Finkelstein (PRESENTER)**

Relatively little is known about how individuals decide to voice race/gender harassment or discrimination in the workplace. This paper explores the content and valence of 337 respondents' metastereotypes with respect to voicing, not voicing, or not experiencing mistreatment due to their gender and/or race. This provides insights into why and how individuals decide whether to voice mistreatment.

Is a Business or Fairness Rationale Most Effective at Promoting Diversity? (Poster - 112240)**Kathrina Robotham (PRESENTER); Isis H. Settles (AUTHOR); Lilia M. Cortina (AUTHOR)**

This study will use experimental methods to investigate whether the type of rationale given for workplace diversity (business, fairness, or no rationale) influences support for diversity and inclusion initiatives through 2 mediators: diluted diversity definitions and perceived organizational morality. Additionally, this study tests whether prejudice moderates these associations.

Validating a Measure of Identity Expression in the Workplace (Poster - 112305)**Kirby Hockensmith (PRESENTER); Jennifer M. Ragsdale (AUTHOR)**

The construct and criterion validity of a 3-faceted measure of identity expression in the workplace was tested by examining relationships between our measure and types of P-O fit, workplace support variables (e.g. psychological safety), and outcomes (e.g. job satisfaction). Further validation is needed, but these early findings suggest identity expression may be useful for understanding P-O fit.

The Role of Gendered Perceptions in Understanding Feedback Provision and LMX (Poster - 112193)**Sarah Kuang (PRESENTER); Ann Marie Ryan (AUTHOR); Danielle M. Gardner (AUTHOR)**

Authors examined whether feedback characteristics of leaders are related to LMX through perceptions potentially varying by supervisor gender. Using multigroup SEM, they found that different feedback characteristics were significant indicators of perceived warmth and competence for male and female leaders.

Perceived warmth and competence are differentially related to LMX for men and women.

Antecedents of Workplace Code Switching (Poster - 112593)**Lars U. Johnson (AUTHOR); Tyleen N. Lopez (PRESENTER); Dustin Maneethai (PRESENTER); L.A. Witt (AUTHOR); Ricardo Obasare (AUTHOR); Nikola Fedorowicz (AUTHOR)**

A model was tested wherein identity management behavior (i.e., code-switching) was an outcome of 2 social variables: servant leadership and coworker support. In a longitudinal study of 266 university faculty, it was found that positive social antecedents diminish engagement in code switching. Specifically, the effect of servant leadership on code switching was indirect through coworker support.

Perceived Immigrant Contribution: Scale Development and Organizational Implications (Poster - 112237)**Sharon Li (PRESENTER); Franki Kung (AUTHOR)**

Past work on immigrant perceptions has largely neglected the view that immigrants are vital contributors to societal growth. Authors explored the construct of perceived immigrant contribution (PIC) and created a scale to measure perceptions of realistic and symbolic contributions. Four studies provide evidence for the scale and construct validity both generally and in the workplace context.

You Made Your Choice: Stigma Controllability and Bystander Responses to Transphobia (Poster - 112496)**Lindsay Y. Dhanani (PRESENTER); Matthew L. LaPalme (PRESENTER)**

Results from 2 studies found that perceiving transgender identities as controllable was associated with lower anger towards the perpetrator and lower empathy toward the target following an instance of workplace transphobia. Controllability was also associated with less willingness to intervene. The intervention in study 2 reduced perceived controllability and increased bystander intervention.

Just Don't Think About It: Examining Identity-Blind Practices From an Ironic Process (Poster - 112417)**Lynn A. McFarland (PRESENTER); Melanie Ward (AUTHOR)**

This study uses the ironic process theory to make predictions regarding the effectiveness of identity-blind strategies designed to reduce the reliance on demographic based biases in evaluations of others. Identity-blind practices may actually result in larger race differences than observed when no such policies are implemented.

What Was That? Predicting Interpretations of Potential Racial Microaggressions (Poster - 112453)
Stephanie M. Merritt (PRESENTER); Matthew J. Taylor (AUTHOR)

Authors sought to predict and explain individual interpretations of potential racial microaggressions using situation-specific predictors. Using a video scenario and controlling for participant demographics, >70% of the variance in attribution to race was explained by situation-specific perceptions of stereotype-relevance, insult, relative frequency of occurrence, and their interactions.

Apples to Apples, Clusters to Context: Why We Now Say "Systemic" Before "Racism" (Poster - 112258)
Naomi Samuel (PRESENTER)

This paper joins together mega-threat theory and event systems theory to form a new construct: the mega-threat cluster. This framework is established to navigate organizations and organizational scholarship through the ongoing significance of the clustered spring murders of Ahmaud Arbery, Breonna Taylor, and George Floyd.

Implications of Code Switching and Assimilating at Work for Black Employees (Poster - 112668)
Nchopia Nwokoma (PRESENTER); Jasmin Crentsil (PRESENTER); Rawn Santiago (PRESENTER)

Fourteen Black people were interviewed to study their experiences trying to bring their full self to work or, conversely, assimilating. Findings indicate the workplace doesn't encourage Black people to bring their full selves to work. Implications for practice include taking into account cultural norms of minorities in the workplace as organizations seek to promote authenticity in the workplace.

Responding to Prejudice: Online Versus Face-to-Face Settings (Poster - 112451)

Nicholas P. Salter (PRESENTER); Anmol Sachdeva (AUTHOR); Ari Hymowitz (AUTHOR)

In this study, participants were exposed to either a prejudicial or a neutral comment in either an online or face-to-face setting. Results found that negative reactions to prejudice differed across settings, but public and private reactions did not always match. Additionally, previous experiences with discrimination correlated with reactions but did not differ across settings.

Coworker Incivility, Loneliness, and Work Outcomes: Does Relational Identity Matter? (Poster - 112233)

Nicholas Zike (PRESENTER); David C. Baldrige (AUTHOR); Brent J. Lyons (AUTHOR); Jamie Lee Pockrandt (AUTHOR); Liu-Qin Yang (AUTHOR)

For a sample of 207 deaf and hard of hearing employees, authors test how incivility affects employees' organizational citizenship behavior (OCB) and well-being. Evidence for the mediational role of loneliness in the relations of coworker incivility with OCB-I and affective burnout, and for the buffering effect of relational identity on the loneliness-affective burnout relation, is found.

Youth With Disabilities (YwD) at Work: Strategy Use During Disability Disclosure (Poster - 112360)

Roxy (Rukhsana) Merchand (PRESENTER); John L. Michela (AUTHOR)

As youth with disabilities (YwD) navigate early-career employment, they face challenges to disability disclosure at work. However, limited research outlines strategies this population uses to communicate disability-relevant information. Research outlines disclosure strategies used by YwD and the development of a measure that assesses the extent to which these strategies are used.

The Effects of Age on Leadership Behaviors: An Intersectional Meta-Analysis (Poster - 112442)

Greg R. Thrasher (PRESENTER); Benjamin Biermeier-Hanson (PRESENTER)

This study integrates lifespan development theories within an intersectional framework to offer the first meta-analytic test of how the intersection of age and gender influence leadership behaviors. Findings suggest that many commonly held stereotypes around older workers in leadership roles are in fact not true.

Same-Gender Partners' Workplace Disclosure and Spillover Outcomes (Poster - 112501)

Toni Kostecki (PRESENTER); Isaac E. Sabat (AUTHOR)

Authors examined the mediating effects of work–family spillover between same-gender partners' LGBT disclosure at work and relationship and job outcomes among 663 couples. Results show that disclosure discrepancies predict decreased relationship quality and job satisfaction through higher family–work facilitation, but high disclosure predicts these same outcomes through higher family–work conflict.

Majority and Minority Group Employee Perceptions of Diversity Training Motivations (Poster - 112667)**Terri Frasca (PRESENTER); Kisha S. Jones (AUTHOR)**

Authors examine how employees' identities affect their perceptions of how much diversity trainings benefit them and signal the authenticity of their organization's diversity values. Results reveal that for heterosexual White men in particular, perceptions of self-benefit are crucial in informing how they view the authenticity of their organization's diversity goals.

Would You Like to Dance? A Process Model of Inclusion at Work (Poster - 112509)**Dulce Vega (PRESENTER)**

Numerous studies on diversity and inclusion have served to inform organizations of the benefits reaped by instilling inclusion practices at work. The purpose of this study was to examine the process of how inclusion is instilled at work. A model is presented that examines inclusion at the organizational, group, and individual levels.

Differentiating the Influence of Diversity Cues and Inclusion Cues in Recruitment (Poster - 112326)**William Ward (PRESENTER); Jason David Kautz (PRESENTER)**

Inclusion is not a new concept. However, academics and practitioners have very little information on the different effects that signaling diversity and inclusion has on practically relevant recruitment outcomes (e.g., justice perceptions and organizational image traits). This report compares the relative influence that these 2 recruitment approaches, uniquely, have on applicant reactions.

Poster Session (Occupational Health/Safety & Work/Family):**4/14/2021 4:00 PM-4:50PM****Inclusion at Work and Interrole Conflict among Nontraditional Students (Poster - 112611)****Dulce Vega (PRESENTER); Kenzie Dye (PRESENTER); Kristi N. Lavigne (PRESENTER)**

Statistically, 1 in 4 full-time college students is also full-time employees (Carnevale et al., 2015). The purpose of this study is to understand the buffering effect of inclusivity on the relationship between interrole conflict and wellbeing. Using the source attribution perspective, we examine the relationship between interdomain conflict and well-being. The results will be discussed.

Temporal Stability in the Work–Life Interface (Poster - 112663)**Jasmine Abou-Elias (PRESENTER); Kristi N. Lavigne (AUTHOR); Matthew J. Grawitch (AUTHOR); Dulce Vega (PRESENTER)**

This study performed a 3-wave longitudinal replication of Grawitch et al.'s (2013) study on the nomological network of work–life balance satisfaction. Results generally supported the Grawitch et al. model at all 3-time points. In addition, a large amount of temporal stability and absolute agreement among respondent ratings at all 3 time points was observed.

Latent Profiles of Employee Work–Family Centrality and Their Correlates (Poster - 112187)**Anqi Li (PRESENTER); Zhiqing E. Zhou (AUTHOR)**

This study uses the 3-step approach of latent profile analysis to explore potential profiles based on their work centrality and family centrality. Data collected from 1,680 MTurk workers revealed 4 distinct profiles. Two basic human values were significant predictors of profile memberships. The 4 profiles also predicted different levels of work behaviors, attitudes, and well-being outcomes.

Target-Specific Psychological Guilt Mediating Effects of Work–Family Conflict (Poster - 112191)**Anqi Li (PRESENTER); Zhiqing E. Zhou (AUTHOR)**

This study investigates the role of target-specific (family/ employer) psychological guilt in work–family conflict research. Analysis based on data from 168 full-time employees revealed that work–family conflict predicted withdrawal behaviors, satisfaction, and

mental well-being through psychological guilt. Trait mindfulness attenuated the negative effects of psychological guilt on well-being.

Transit Worker Perceptions of Employer COVID-19 Response and Mental Health Correlates (Poster - 112357)

Sean Palmer Marquardt Rice (PRESENTER); Leah S. Greenspan (AUTHOR); Ryan Olson (AUTHOR); Talya N. Bauer (AUTHOR)

This study assessed transit worker perceptions of employers' COVID-19 safety response and associations with mental health. Perceptions differed across occupations, but consistent associations were found between perceived response adequacy and mental health. Results suggest it is critical for transit employers to respond effectively during crises and communicate protective actions to employees.

Redefining Mindfulness (Poster - 112597)

Stacey Madison Stremic (PRESENTER); Alexander T. Jackson (PRESENTER); Michael B. Hein (AUTHOR); Cameron Gordon (AUTHOR); Ashley Pearson (AUTHOR); Mariyam Sumaiya (AUTHOR)

This research aims to challenge the current concept of mindfulness as a personality trait or psychological state. It is better defined and measured as a skill. Authors evaluate a new mindfulness measure by recruiting working professionals to complete the measure along with a series of related measures. They also conducted an exploratory factor analysis to identify the factors in the scale.

When Lactation is Stigmatized: Examining Work Experiences of Lactating Women (Poster - 111839)

Alexius E. Hartman (PRESENTER); Madeline Lafleur Billeaud (AUTHOR); Jennifer Marciniac (AUTHOR); Candice L. Thomas (AUTHOR)

Women who lactate while working face unique challenges, particularly when lactation is stigmatized. Authors surveyed 56 employee-partner dyads to observe the work-related experiences of lactating employees. Consistent with hypotheses, lactation stigma related to lower affective commitment and organizational support. Further, lactation interference with work moderated these relationships.

Communication and Burnout in U.S. Air Force Cyber Operators (Poster - 112514)

Kinsey Blue Bryant-Lees (PRESENTER); Rachael Martinez (AUTHOR); Stephanie Marie Witherell (PRESENTER); Tanya Goodman (AUTHOR)

U.S. Air Force cyber warfare operators work in a uniquely stressful context. Using the JD-R Model, communication apprehension was examined as a personal resource moderator between occupational stress and burnout. Results showed that reducing communication apprehension may mitigate the negative effects of increased job demands on professional efficacy for USAF cyber warfare operators.

The Paradox of Communication Technology in Work-Family Conflict (Poster - 111426)

Delaney Sue Diehl (PRESENTER); Nahren Cama (AUTHOR); Roya Ayman (AUTHOR)

This study included a survey completed by 405 full time working adults. Findings indicate flexible use of communication technology hindered the effect of family role overload on family-to-work conflict. Whereas, accessibility via use of communication technology exacerbates the effect of role demands in both work and family domains on work-to-family conflict and family-to-work.

When and Why Do Coworkers View Caregiving Accommodations as Fair or Unfair? (Poster - 111947)

Justin Bryan Duby (PRESENTER); Ann Marie Ryan (AUTHOR); Danielle M. Gardner (AUTHOR)

Authors investigated whether coworkers perceived childcare, eldercare, and sandwich caretaking responsibilities as differing in controllability, perceived fairness, and likelihood of future coworker helping. Eldercare was perceived as less controllable than childcare and therefore a fairer reason for accommodation. Fairness perceptions were related to coworker helping likelihood as expected.

The Effects of Weekend Exercise on Next-Week Work Performance (Poster - 112481)

Emily Alexis Rost (PRESENTER); Fiyinfunjah Dosumu (AUTHOR); Charles C. Calderwood (AUTHOR); Allison S. Gabriel (AUTHOR); Lieke L ten Brummelhuis (AUTHOR); Christopher C. Rosen (AUTHOR)

Research has highlighted the value of physical activity, focusing on health benefits. Weekend physical activity negatively predicted weekend mastery and positively predicted detachment, which in turn had implications for subsequent next-week performance. This suggests that the influences of MVPA on next-week

performance through some recovery experiences may be more complex than originally assumed.

Understanding Family-to-Work Conflict and Psychological Strain in Light of COVID-19 (Poster - 112081)

Francisco Javier Torres (PRESENTER); Zihan Liu (PRESENTER); Lucy Schoolfield (PRESENTER); Danielle Elizabeth Wilson (PRESENTER); Wenyi Gu (PRESENTER)

During COVID-19, we examine the relationships between time spent working on-site, family-to-work conflict (FWC) and psychological strain. We examine mindfulness as a moderator on time working on-site and FWC. Findings indicate time working on-site is positively related to psychological strain via increased FWC and this indirect effect is stronger when employees have a low level of mindfulness.

Are We Measuring Boundaries or Borders? A Review of Boundary Management Scales (Poster - 111346)

Haley R. Cobb (PRESENTER); Lauren D. Murphy (AUTHOR); Ian M. Katz (AUTHOR); Candice L. Thomas (AUTHOR); Cort W. Rudolph (AUTHOR); Alexius E. Hartman (AUTHOR); Madeline Lafleur Billeaud (AUTHOR)

Boundary management research suffers from terminological confusion, where constructs overlap considerably with one another. A systematic review identified unique boundary management scales ($k = 88$), and content analysis allowed coders to organize these scales based on various commonalities. A measurement taxonomy is presented that provides a foundation for clarity.

Stress and Meaningfulness of Partnered and Single Workers at Work and at Home (Poster - 112556)

Ilissa Yvette Madrigal (PRESENTER); Jennifer M. Ragsdale (PRESENTER)

Authors investigated the differences in stress and meaningfulness in both work and nonwork-related activities among 4 groups based on sex and marital status, accounting for the duration of activities within each domain. Nonpartnered females experienced the greatest stress during work-related activities.

Taking Rivalries Home: Workplace Rivalry and Work-to-Family Conflict (Poster - 111805)

Joseph Regina (PRESENTER); Tammy D. Allen (AUTHOR)

Informed by resource theory, the relationship of workplace rivalry to work–family conflict was analyzed. Having a rival was related to greater work-to-family conflict, as was rivalry intensity for those with rivals. Further, emotional exhaustion and psychological detachment were supported as mediators. Results inform of the negative effects of rivalry and have implications for employee well-being.

When Home Stress Translates to Work: The Impact of Home Conflict on Employee Silence (Poster - 111860)

Kaitlin Ann Busse (PRESENTER); Wiston Rodriguez (AUTHOR); Elizabeth Weglarz (AUTHOR); Xinxuan Che (AUTHOR); Zhiqing E. Zhou (AUTHOR)

With a 2-wave design, this study found that interpersonal conflict at home positively predicted employee silence through exhaustion. Affective commitment also exacerbated the relationship between interpersonal conflict at home and exhaustion. Findings extend the understanding of mediating and moderating mechanisms for the effect of negative experiences at home on work behavior.

It Is What It Is: When Control Perceptions Heighten Negative Work Outcomes (Poster - 112518)

Kyle Joseph Mann (PRESENTER); Cassandra J. Stockner (AUTHOR); Kimberly E. O'Brien (AUTHOR)

Using a multiphase sample, it was found that COVID19-related job changes decreased well-being and adaptive performance via COVID19 anxiety. Furthermore, this indirect was stronger for people with higher autonomy, possibly because control perceptions cue attempts to problem solve that may be counterproductive in the face of a pandemic.

Involved Parent and Ideal Worker: Developing Measures Consistent With Identity Theory (Poster - 111546)

Lydia Craig (PRESENTER); Lauren Kuykendall (AUTHOR)

This research develops measures of working parents' role-based identities. Previous research has explored the subjective importance of work and family, but it has not considered individuals' conceptualizations of what it means to be a good parent or good employee. These measures can be used to help clarify when parents are most likely to struggle with their work and family role management.

A Pattern-Oriented Approach to Safety Climate: An Empirical Example (Poster - 112601)

Matthew J. W. McLarnon (PRESENTER); Ian R. Gellatly (PRESENTER); Lianne Lefsrud (PRESENTER)

Using latent profile analysis, this study grouped individuals who shared similar safety-related perceptions into distinct patterns. Data for this study came from 1,259 employees who work in safety-sensitive contexts. Four patterns were found, an optimal pattern and 3 suboptimal patterns. Safety performance and injury rate also demonstrated differential relations with the safety climate profiles.

Work–Family Conflict and Enrichment Predict Domain Negative and Positive Affect (Poster - 111722)

Michael A. Rotch (PRESENTER); Nicole Valeria Shifrin (PRESENTER); Jesse S. Michel (PRESENTER)

This study provided a cross-lagged prospective analysis of the dynamics between work–family conflict and enrichment in relation to work and family affective states. Overall, results suggest work–family enrichment and positive affective states are reciprocally related, whereas work–family conflict has predictive effects on negative affective states, but these effects are not reciprocal.

Getting Personal: How Leaders Affect Personal Lives via Challenge and Reflection (Poster - 111528)

Minseo Kim (PRESENTER); Rhokeun Park (AUTHOR); Terry A. Beehr (PRESENTER)

This study examines work-to-life spillover effects of empowering leadership. Three-waves of data supports a serial mediation model wherein empowering leadership promotes 2 challenging job demands—responsibility and learning demands—resulting in positive reflection about work experiences during off-job time, which consequently helps employees have a better work–life balance.

Predictors of Prework "Reconnection" Strategies (Poster - 112470)

Megan T. Nolan (PRESENTER); Sarah Kimberly Blose (AUTHOR); James M. Diefendorff (AUTHOR); Jason Dahling (AUTHOR)

Predictors of reattachment, energy mobilization, and positive reflection strategies were examined. Path analytic results suggest that trait positive affect and learning goal orientation predicted all strategies, performance-prove orientation predicted energy mobilization only, and trait negative affect,

performance-avoid orientation and job self-efficacy were unrelated to strategies.

How Much Is Too Much? The Effects of ICT Demands and Communication on Teleworkers (Poster - 112652)

Madiha Qasim (PRESENTER); Sean William Chin (PRESENTER); SeongHee Cho (PRESENTER)

As the shift to telework continues, it becomes increasingly important to investigate the effects of technology on employee work and health outcomes and factors that previous research suggests may moderate this relationship. This research seeks to investigate the relationship between ICT demands and employee outcomes, moderated by managerial communication behaviors.

Sometimes It's Personal: Differential Outcomes of Person Versus Job at Risk Insecurity (Poster - 112672)

Nicole Carusone (PRESENTER); Mindy K. Shoss (AUTHOR); Rebecca Pittman (AUTHOR)

This paper expands on a relatively new concept within the job insecurity literature: person-at-risk and job-at-risk threats. The study aims to demonstrate the existence of this distinction as well as differential outcomes for employees. Results of an experimental vignette study suggest differences in perceived social exchange, discretionary behaviors, and impression management.

Boundary Management Behaviors and Career Success (Poster - 111775)

Rose LeFevre-Levy (PRESENTER); Kristen M. Shockley (AUTHOR); Lillian T. Eby (AUTHOR); Gary J. Lautenschlager (AUTHOR); Nathan T. Carter (AUTHOR)

This research examines the relationship among boundary management behaviors, employee gender, managers' perceptions of employee commitment, and career outcomes. Findings suggest that boundary management behaviors influence managerial recommendation for salary increase, promotion, and year-end bonus through managerial perceptions of employee commitment.

Does Discretionary Time Allocation Differ by Remote Work Intensity? (Poster - 111566)

Alicia Stachowski (PRESENTER); John Kulas (AUTHOR); Renata Garcia Prieto Palacios Roji (AUTHOR)

Authors examined time spent on different life activities for employees that work at different levels of remote work intensity. BLS data revealed that there were differences in time spent caring for household members, working, socializing, and time spent traveling across groups. Implications for future research are described.

Balancing Work, Family, and Academics: Graduate Students and COVID-19 (Poster - 111650)

Taniyia Jauntae-Lee Harvey (PRESENTER); Bradley Pitcher (AUTHOR); Lynn R. Offermann (AUTHOR)

This study investigated how COVID-19 has impacted 107 graduate students, most of whom were also parents. COVID-19 negatively impacted mental health outcomes, but resilience helped to lessen the effects of work-family issues on their career satisfaction and depression. Satisfaction with how their organizations and universities were handling COVID-19 lessened the negative effects of COVID-19.

The Effects of a Partner's Work Success and Failure on Self-Evaluations and Emotions (Poster - 111631)

Jenna Van Fossen (PRESENTER); Chu-Hsiang (Daisy) Chang (AUTHOR)

This research drew upon social comparison theory to predict reactions to a romantic partner's work achievement/failure to better understand processes in crossover. This study was a survey experiment with employees in romantic relationships. Results found a conditional indirect effect of recalling a partner's success/failure on pride, through self-esteem, moderated by individual self-concept.

The Case for a Shift in Strategic HR: Healthy Workplaces as a Benefit (Poster - 112096)

Cristina G. Banks (PRESENTER); L.A. Witt (PRESENTER)

Performance equals ability. Studies have typically operationalized intrinsic motivation in terms of the behaviors of, and policies implemented by, supervisors—neglecting the physical environment. Similarly, HR practices rarely consider the physical environment. Authors focus on healthy workplaces, which involves the intersection of the behavioral and physical environments.

Fostering Work Well-Being During the COVID-19 Crisis: From the Perspective of COR (Poster - 112643)

Liu Yuhao (PRESENTER); Xingchi Zhou (PRESENTER)

Authors examined the relationship between corporate philanthropic disaster response to coronavirus pandemic and employee workplace well-being, as well as the mediating role of emotional exhaustion and the different moderating roles of coworker instrumental support and emotional support. Empirical results support the research model. Theoretical and practical implications are given as well.

An Examination of the Work Stressor Appraisal Process (Poster - 112610)

Zach P. Klinefelter (PRESENTER); Caitlin McPartland (PRESENTER); Hanna Jiang (PRESENTER); Christine Lu (PRESENTER)

Research has shown that a priori categorization of work stressors as either challenging or hindering may be flawed. This study will investigate the appraisal process and answer the question, why are some stress appraisals inconsistent between and within individuals? Results are predicted to support substantial influence of certain individual characteristics on the stress appraisal process.

Poster Session (Selection/Assessment & Employee Withdrawal/Retention):

4/14/2021 5:00 PM-5:50PM

Selecting and Developing Virtual Workers: Validation of a Model of Virtual Work (Poster - 112342)

Lei Shirase (PRESENTER); Tara K. McClure (AUTHOR); Tina Pilipovic (AUTHOR); Lena Justenhoven (AUTHOR)

COVID-19 has accelerated the need for effective virtual workers. This paper summarizes the development and validation of a virtual worker model, consisting of 9 competencies needed for successful performance in a virtual context. The model was validated within a sample of remote workers and significant positive relationships were found across important performance outcomes.

Selecting a Reliable Workforce: Validation of a Trustworthiness Model (Poster - 112345)

Lei Shirase (PRESENTER); Tara K. McClure (AUTHOR); David L. Tomczak (AUTHOR); Lena Justenhoven (AUTHOR)

Although overt integrity tests have been shown to predict important work outcomes, they are often perceived negatively compared to other selection methods. This study sought to extend integrity

research by developing and validating a personality-based measure of trustworthiness. Results support the construct and criterion-related validity of the new trustworthiness measure.

Monte Carlo Analysis of Methods for True Score Confidence Intervals (Poster - 112594)

Reagan D. Brown (PRESENTER); Elayna Wichert (PRESENTER)

This study investigates techniques used to calculate the confidence interval for a true score given an observed score. Although commonly computed with the standard error of measurement, an alternate statistic, the standard error of estimate (SEE), has been recommended for this purpose. Monte Carlo analyses indicated greater accuracy in locating the true for the SEE-based confidence interval.

A Monte Carlo Analysis of Procedures to Correct for Indirect Range Restriction (Poster - 112607)

Reagan D. Brown (PRESENTER); Michael Thomas Pelayo (PRESENTER)

Monte Carlo analyses were used to compare the accuracy of 2 indirect range restriction correction equations. These equations differed only on the nature of the predictor intercorrelation. Results indicated that the equation that made use of the unrestricted correlation was generally more accurate, particularly when the selection ratio was low, and the predictors were not highly correlated.

Differential Selection Outcomes Based on Socially Desirable Responding (Poster - 112241)

Aniqa Hatem (PRESENTER); Chockalingam Viswesvaran (AUTHOR)

This study explores the differential functioning of commonly used social desirability (SD) scales. Results showed that each SD scale detected a different set of individuals to be eliminated from selection. Additionally, when controlling for SD in the conscientiousness–performance relationship, the 2-factor scales reduced the strength of the relationship more than the 1-factor scale.

Assessing Utility and Adverse Impact in a Simulated Law Enforcement Applicant Pool (Poster - 112508)

Christina Cantu (PRESENTER); Matthew S. Castillo (PRESENTER); Shane Martin (PRESENTER); Reid LaBruyere (AUTHOR); Frank P. Igou (PRESENTER)

The purpose of this poster is to examine test utility and adverse impact in a simulated selection process. Analysis of (N = 253) simulated law enforcement candidate list for utility and adverse impact is presented. Authors discuss how test utility decreased with each round of selection and how adverse impact may increase with the degradation of a candidate list.

Wisdom and Leadership: A Psychometric Examination of a Brief Wisdom Scale (Poster - 111771)

Colleen Jane Standish (PRESENTER); Jinhyo Cho (PRESENTER); Madhuri Ramasubramanian (PRESENTER); Qi Dai (PRESENTER); Michael D. Mumford (AUTHOR)

The psychometric properties of a new general wisdom scale were examined using item analysis. Additionally, a shorter, more refined version of the scale was developed. Furthermore, validity evidence of both scale versions was explored using a leadership simulation. Results shed light on the psychometric properties of both scales and suggest that the brief scale performs as well as the full scale.

Assessment of Real-World KSAOs: Expanding Predictor Space to "Indigenous" Tasks (Poster - 111757)

Corey Tatel (PRESENTER); Phillip L Ackerman (AUTHOR)

On-the-job problem solving rarely involves tasks found on traditional ability measures because employees often have access to external resources. Three tasks that exemplify real-world content and allowed access to the Internet were developed. Performance was compared with traditional ability and nonability measures for exploration of convergent and discriminant validity.

Group Differences in Biographical Data: A Meta-Analysis (Poster - 111968)

Andrew P. Tenbrink (PRESENTER); Shannon Juliette Rowley (AUTHOR); Lauren Wegmeyer (AUTHOR); Andrew Speer (AUTHOR); Caitlynn Sendra (AUTHOR)

The goal of this meta-analysis was to determine if biodata scale scores differed based on group membership (i.e., gender, race) and to evaluate the contextual factors that amplify or mitigate these effects. The majority of biodata scales exhibited small group differences across construct domains and comparison groups. These findings further support the use of biodata in personnel selection.

Relationship Between Traditional Cognitive Ability Measures and a Gamified Assessment (Poster - 111955)

Jenna Ellen-Marie McChesney (PRESENTER); Jackson Dolphin (AUTHOR); Kelly Trindel (AUTHOR); Lori L. Foster (AUTHOR)

Authors investigated how 3 broad cognitive abilities relate to 5 factors generated from gamified assessments. Using a counterbalanced design, 494 adults played these gamified assessments and completed a traditional cognitive test battery. Findings suggest that behavior measured during gameplay can reliably reflect aspects of cognitive ability.

Validating a Self-Report Scale of Employability Using the RAW Model (Poster - 111679)

Janet L. Kottke (PRESENTER); Nancy J. Stone (AUTHOR); Elizabeth L. Shoenfelt (AUTHOR)

Students responded to a scale based on the RAW (Rewarding to work with, Ability, Willingness to work hard) model of employability, measures of other constructs, and performed a group task. Exploratory factor analysis and construct validation lent support to the scale and model; predictive validity, however, was lacking, which may have been a function of the short time the group interacted.

The Utility of Personality Assessments in Selection: An Empirical Review (Poster - 111854)

Genevieve Ainslie (PRESENTER); Michael P. Wilmot (AUTHOR); Matthew T. Allen (AUTHOR); Alexander Nedilskiy (AUTHOR); Alisha M. Jasmer (AUTHOR); John K. Mulholland (AUTHOR)

Industry trends show a growing use of personality assessments in organizational decision making. Authors conducted a second-order meta-analysis to demonstrate the predictive power of personality traits for criteria critical to hiring a capable workforce. Big 5 traits meaningfully contribute to the prediction of a range of performance and leadership variables, especially the latter.

Bad Apples or Bad Practice? An Examination of Cybervetting-Based Deviance Assessment (Poster - 112500)

Julia Hylton Whitaker (PRESENTER); Kelsey E. Medeiros (AUTHOR); Amber N. Schroeder (AUTHOR)
Mixed support has surfaced regarding the use of cybervetting for employment purposes. This study contributes to the literature by examining cybervetter

ability to make judgments of deviant behavior and related traits via social media profiles. Results demonstrated limited evidence of convergent- and criterion-related validity.

An Applicant Concern and Reaction Study With Online Q&A Text-Based Data (Poster - 112505)

Xiaowen Chen (PRESENTER); Kauyer Lor (AUTHOR); Siqi Gu (AUTHOR); Nicholas Aaron Moon (AUTHOR)

This study investigated job applicants' concerns and reactions during the application procedures with 78,513 pieces of Q&A text-based data collected from an employment-related website. Qualitative analysis results revealed 6 types of applicants' concerns, and the sentiment analysis indicated that most applicants had positive, rather than negative, experience during their application.

The Impact of Curvilinear Relationships in Criterion-Related Validation Studies (Poster - 112551)

Kyle Morgan (PRESENTER); Michael M. DeNunzio (PRESENTER)

The relationship between personality job performance has been a topic of interest to I-O academics and practitioners alike. Although research has shown that this relationship may not always be linear, the way assessments are often validated still assumes that it is. This paper examines curvilinear relationships between personality and performance on the job and discusses the implications.

LinkedIn Portraits: Do Perceived Competence, Candidate Gender, and Job Type Matter? (Poster - 112627)

Rebecca J. Lindgren (PRESENTER); Katherine Sanchez (AUTHOR); Alexandra Luong (AUTHOR)

Facial competence, gender, and job type were examined through a profile portrait. Participants view LinkedIn profiles that had different levels of facial competence (low versus high), and viewed 2 profiles, one each of gender (male and female) and job type (masculine and feminine). Although results did not reveal an effect of facial competence, there was an effect of gender of target and job type.

Development and Validation of a Personality-Based Measure of General Employability (Poster - 112066)

Michael Boudreaux (PRESENTER); Brandon Ferrell (AUTHOR); Nathan A. Hundley (AUTHOR); Ryne A. Sherman (AUTHOR)

This research operationalizes a 3-dimensional model of general employability. The model focuses on the broad personality domains of rewarding, able, and willing. Authors discuss the methods used to create scales for the general employability model, the psychometric properties and construct validity of those scales, and relationships to job performance.

Examining Bias Toward Gay and Lesbian Applicants in Asynchronous Video Interview (Poster - 112379)

Nicolas Roulin (AUTHOR); Joshua S. Bourdage (AUTHOR); Lindsey Grace Clow (PRESENTER); Eden-Ray Lukacik (AUTHOR)

This research examines evaluation bias in asynchronous video interviews (AVIs), specifically, toward gay and lesbian applicants. Authors created mock AVIs in which “applicant” gender and sexual orientation were manipulated. Hiring professionals/raters would discriminate against the perceived sexual minorities was hypothesized, but results indicated no discrimination.

Best Practices: Developing Realistic Job Previews for Improved Person–Job Fit (Poster - 112629)

Sophie Romay (PRESENTER); Andrew Dereglia (PRESENTER); Amanda Mouton (PRESENTER); Bobbie A. Dirr (AUTHOR)

The goal is to develop best practices guidelines to create RJPs using a scientific-based methodology and process standardization. Current literature regarding RJP development is reviewed and then the approach for creating RJPs for various military occupations using a standardized 2-phase, 6-step process is relayed. Lessons learned that guided refinement of the process is also discussed.

Meta-Analysis of Biodata at Work: Criterion and Construct Validity Estimates (Poster - 111731)

Andrew Speer (PRESENTER); Andrew P. Tenbrink (AUTHOR); Caitlynn Sendra (AUTHOR); Lauren Wegmeyer (AUTHOR); Mike Shihadeh (AUTHOR); Sugandhjot Kaur (AUTHOR)

This meta-analysis examined biodata validity. Results indicate that biodata is one of the most predictive assessment methods but that the relationship with work outcomes differs greatly by construct domain and scoring method. Additionally, biodata correlations with

other well-known predictors revealed that biodata scores exhibited an expected pattern of convergent and discriminant correlations.

Accent Usage in Telephone Interviews: Using “Standard” Accent Increases Hirability (Poster - 112489)

Asia A. Eaton (AUTHOR); Sarah Caroline Jackson (PRESENTER)

Authors examined the effect of applicant accent on employment outcomes in a between-subjects experimental phone interview study. They also examined mediating and moderating roles of racial inference and symbolic racism. Findings revealed that an applicant using a Black, urban English accent was rated less hireable and competent than applicants using a Southern or “Standard” White English accent.

Examining the Benefits of Workplace Gossip: A Multisource Study of Nurses (Poster - 111608)

Andrea Kim (PRESENTER); Allison S. Gabriel (AUTHOR); Jinhee Moon (AUTHOR); Christopher C. Rosen (AUTHOR); Youngsang Kim (AUTHOR)

Authors examined how workplace gossip benefits gossipers. Results showed that negative and positive workplace gossip about the organization increased gossipers’ coercive and expert power, respectively. Also, employees enhancing expert power through the gossip tended to not voluntarily leave the organization. Findings offer implications regarding how to manage gossip and voluntary turnover.

**Poster Session (Leadership & Coaching):
4/14/2021 5:00 PM-5:50PM**

Relational and Work-Related Consequences of Role Orientations Congruence (Poster - 112364)

Ashita Goswami (PRESENTER); Melissa K. Carsten (AUTHOR); Umamaheswari Kedharnath (AUTHOR)

This study investigated dyadic role congruence on 2 follower role orientations: passive and coproduction. Utilizing person–supervisor fit theory and 178 dyads, authors hypothesized that higher congruence enhances relationship quality influenced their relationship quality (LMX). Results supported agreement in coproduction role orientation increased LMX.

President Trump's Management of COVID-19 Crisis: A Follower-Centric View (Poster - 112480)**Ashita Goswami (PRESENTER); Karoline Evans (AUTHOR); Komalpreet Kaur (AUTHOR)**

Authors examined the relationship between follower characteristics and attributions of President Trump's charisma and effectiveness. Findings indicated that followers with high scientific orientation (as compared to romance of leadership, belief in communalism and negative attitudes towards out-groups) attributed low charisma, effectiveness, and satisfaction to his handling of COVID-19 crisis.

Exploring Indirect Effects of Follower Role Orientation on Leader Effectiveness (Poster - 112402)**Ashita Goswami (PRESENTER); Patrick T. Coyle (AUTHOR); Karoline Evans (AUTHOR); Caroline Hastings (AUTHOR); Rebecca Piergallini (AUTHOR)**

Two studies examined how passive, anti-authoritarian, and co-production follower role orientations impact influence on a leader and leader effectiveness indirectly via psychological closeness and relationship quality. Coproduction role orientation has consistent and strong positive effects on leader outcomes, showing role orientations affect the leader-follower dynamic and leader outcomes.

Examining Ethical ILT-Supervisor Alignment and Job-Related Outcomes Using Moderated m (Poster - 112454)**Patrick T. Coyle (PRESENTER); Benjamin Biermeier-Hanson (PRESENTER); Caroline Hastings (PRESENTER); Rebecca Piergallini (PRESENTER)**

Authors examined the how LMX and moral disengagement mediated the relationship among subordinates' perception of ethical ILT-supervisor alignment and workplace engagement, deviance, and job satisfaction in a polynomial regression framework in a sample of 106 working adults across 3 data collection time points. Romance of leadership moderated these mediation relationships.

A Test of the Congruence Hypothesis in the Think-Manager, Think-Male Phenomenon (Poster - 112060)**Matthew W. Lauritsen (PRESENTER)**

Researchers employing Schein's (1973, 1975) paradigm ubiquitously conclude that the greater conceptual distance between leaders and women compared to leaders and men is problematic for women in leadership roles. This hypothesis was tested using

polynomial regression analyses. A strict congruence effect was not found for any of the models.

Think-Manager Think-Male: What Predicts the Gap? (Poster - 112614)**Matthew W. Lauritsen (PRESENTER)**

This study, applying Schein's (1973) paradigm, compared the emotional expression stereotypes of men, women, and various leader types. Results indicate consistent effects of culture, masculinity, and femininity of the respondents on the extent to which men and women differ from the various leader types in their expression of emotion.

To Feel Good, You Have to Give What You Get: A Study of Resource Exchanges (Poster - 112527)**Fadel K. Matta (PRESENTER); Michael Baer (AUTHOR); Edwyna Hill (AUTHOR); Emma L. Frank (AUTHOR); Kelly Schwind Wilson (AUTHOR)**

Authors build and test theory to demonstrate that reciprocating the "right" resource at the "right" time is the key to effective social exchanges. They address what specific types of resources are exchanged in leader-follower dyads, how these specific resources are exchanged over time, and why they are exchanged the way they are.

Impact of Psychosocial Distance on Relational Outcomes (Poster - 112381)**Gavriel Meirovich (PRESENTER); Ashita Goswami (AUTHOR)**

Authors investigated the role of leader-follower relationship distance utilizing a panel sample of 895 employees' from various industries. Results indicated that psychosocial distance in a dyadic relationship lowered relationship quality and satisfaction with the leader, reduced communication frequency, and increased interpersonal conflict with the leader.

Machiavellian Leadership: A Meta-Analysis of Leader and Follower Outcomes (Poster - 112604)**Alex Marbut (PRESENTER); Peter D. Harms (AUTHOR)**

To reconcile and integrate the discrepant results found in prior studies of Machiavellianism and leadership, authors conducted a meta-analysis. Results showed that Machiavellianism was negatively associated with emergence and positively associated with objective performance, but these effects were partially contingent on design factors.

More Than Liking: The Role of Memory Systems and Language in Leadership Ratings (Poster - 112498)

Bryan P. Acton (AUTHOR); Roseanne J. Foti (PRESENTER); Emily Kim (AUTHOR); Yasmine Elfeki (AUTHOR); Tiffany Hansbrough Keller (AUTHOR); Robert G. Lord (AUTHOR)

An intermediate session explores how memory processes and linguistic factors may affect the influence of “liking” on leader ratings. Using an online experiment with full-time workers, results found that leadership items that were more self-referent, not positive emotional valent, and abstract were most influenced by whether the follower indicated they liked their leader.

Predicting Employee–Supervisor Relationship Strength: Does a Single Moment Matter? (Poster - 112015)

Brigitte Steinheider (PRESENTER); Allison J. Reynolds (AUTHOR); Thomas H. Stone (AUTHOR)

Contrary to LMX, anchoring events (AE) theory (Ballinger & Rockmann, 2010) proposes that a single exchange can positively or negatively impact supervisor-subordinate relationship strength. Results from 367 respondents showed employees’ descriptions of AEs and their perceived impact significantly predicted LMX. Implications for theory and research are discussed.

Ethical Leadership Strain and Leader–Follower Support (Poster - 112214)

Yoonju Cho (PRESENTER); Seokhwa Yun (AUTHOR)

This paper examines the antecedents of ethical leadership based on a conservation of resources perspective. Authors suggest that ethical leadership can induce stress on the leader and that the focal manager’s relationship with the supervisor and followers determines whether or not the manager enters a resource conservation mode, which in turn influences the likelihood of ethical leadership

The Role of Leadership Style on Perceptions of Dark Side Personality (Poster - 111835)

Erica Fernandes (PRESENTER); Cory Adam Long (PRESENTER); Kevin Nolan (PRESENTER)

This study examined the impact of enacted leadership on perceptions of leaders’ dark side personality traits and the role of situational strength in this relationship. Transformational leadership evoked the highest perceptions and transactional leadership induced the

lowest perceptions of dark side traits. Laissez-faire style was related to perceptions of “dark side-avoidant” traits.

More Than They Bargained For? The “Coworker Tax” to Pay on High LMX (Poster - 112528)

Emma L. Frank (PRESENTER); Fadel K. Matta (AUTHOR); Jessica Rodell (AUTHOR)

Authors integrate theory from social psychology and extend role theory to argue that higher LMX increases the expectations that coworkers hold for its possessor. A 3-wave field study with employee–coworker–supervisor triads reveals that LMX triggers informal, coworker-imposed role expansions which ultimately have serious consequences for employee well-being and job performance.

Leadership Behaviors and Turnover/Intentions: An Integrative Meta-Analysis (Poster - 112254)

Cassidy Gaddie (AUTHOR); Sierra René Stryker (AUTHOR); Young-Jae Kim (PRESENTER); Brian J. Hoffman (AUTHOR)

An integrative meta-analysis of the association among 7 leadership variables and turnover (TO) and turnover intentions (TOI) is presented. Each leadership variable explained nontrivial and unique variance in TOI. Relative weights analysis identified which variables are the most important predictors of TOI. Surprisingly few studies linking leadership to actual TO were identified.

Empowering Leadership, Job Crafting, and Creativity (Poster - 112405)

Seohyun Kwon (PRESENTER); Jeewon Gwak (PRESENTER); Seokhwa Yun (AUTHOR); Sunghyuck Mah (PRESENTER)

This study examined the behavioral mechanism of the positive relationship between empowering leadership and employee creativity. Drawing on COR theory and JD-R model, promotion-oriented job crafting mediated their positive relationship through resource gain spiral. Furthermore, this positive relationship was attenuated to employees with high level of emotional exhaustion.

Impact of Reluctance to Lead on University Leaders at All Levels (Poster - 111994)

Jacklyn Scymcyk (PRESENTER); Alexandria Redmond (AUTHOR); David A. Periard (AUTHOR); Gary N. Burns (AUTHOR)

Reluctance to lead is proposed as a new construct to understand leader behavior. As conceptualized, reluctance to lead is not the same as being unmotivated to lead but represents different “pushes” into leadership positions. Two studies are presented that describe the development of the scale and its nomological network.

Verbal Participation in Leader Emergence via Two Categorization Models (Poster - 112558)

Jensine Paoletti (PRESENTER); Shannon L. Marlow (AUTHOR); Tiffany M. Bisbey (AUTHOR); Eden B. King (AUTHOR); Eduardo Salas (AUTHOR)

The babble hypothesis says verbal participation is a strong predictor of leader emergence; yet, it remains unclear how verbal participation fits into theories of leadership emergence. Authors test theoretical explanation with longitudinal data. Support is found for implicit leadership theory; additionally, participation fully mediates the relationship between extraversion and leader emergence.

Who Plays the Lead(er)? A Historiometric Analysis of Leadership Diversity in Films (Poster - 112544)

Patrick Jay Lee (PRESENTER); Desmond W. Leung (AUTHOR); Alessa Natale (AUTHOR); Bradley E. Gray (AUTHOR); Wenyi Gu (AUTHOR); Logan L. Watts (AUTHOR)

Films can shape viewers' implicit leadership theories, but little research has addressed the messages they convey about leadership. Authors examined the extent to which popular films promote the stereotype that effective leaders tend to be white and male. Results show white men represent the majority of film leaders but are not portrayed to be more or less effective than female/minority leaders.

It's Time to Lead Overqualified Followers: The Role of Enhancing Work Meaningfulness (Poster - 112250)

Sunghyuck Mah (PRESENTER); Sun-Young Park (PRESENTER); Seokhwa Yun (AUTHOR)

The study examines how perceived overqualification (POQ) shapes 2 types of behaviors. Rebutting bright expectations on qualified talents, the results showed that POQ was not related to better task performance. Rather, it led to lower knowledge sharing. Fortunately, empirical findings also supported that leaders' enhancing of work meaningfulness effectively relieved POQ.

Too Much of a Good Thing: Sharing Leadership When Stepping on Others' Toes (Poster - 112230)

SiYan Guo (PRESENTER); Jian Han (AUTHOR); Hui Liao (AUTHOR); Vijaya Venkataramani (AUTHOR)

The shared leadership research remains equivocal about the effect of shared leadership on coordination. Authors reconcile the inconsistent predictions by proposing a negative effect of shared leadership on performance via team coordination when leadership role overlap is high. Using a lab study and a 2-wave correlational field study, support was found for the theoretical model.

Effects of Servant Leadership on Procedural Justice and Voice (Poster - 111698)

Ricardo Obasare (PRESENTER); Mike Olson (AUTHOR); L.A. Witt (AUTHOR); Nikola Fedorowicz (AUTHOR)

Authors proposed and tested an indirect effects model in which servant leadership predicts voice by enhancing perceptions of fairness and moderated by extraversion. Using 332 faculty members, it was found that servant leadership fosters perceptions of fairness that enhances voice. Moreover, servant leaders appeared to have a greater effect on enhancing voice among introverts.

How and When Leader-Leader Exchange Relates to Team Effectiveness (Poster - 112256)

Shuxia Zhang (PRESENTER); Chih-Hsun Chuang (AUTHOR); Jia (Jasmine) Hu (AUTHOR)

Using time-lagged, 3-source data from 231 teams, authors found that LLX was related to team voice through mediation of team leader self-efficacy and that this relationship was stronger when superior organizational prototypicality was high. They also found that LLX was related to team performance and voice through mediation of team potency only when team leader group prototypicality was high.

Poster Session (Awards Poster Session):

4/14/2021 6:00 PM-6:50PM

SIOP Machine Learning Competition - Award Poster (113160)

Nick C. Koenig (PRESENTER); Isaac Benjamin Thompson (PRESENTER)

This year's competition is all about creating algorithms that predict important, competing outcomes while minimizing bias in a real-world use-case: hiring

decisions. Using closed-ended pre-employment assessment data, can you make hiring decisions that not only drive key business outcomes but also ensure fairness? The top 4 winning teams will present their approach.

Occupational Complexity Moderates Conscientiousness' Relation to Performance (96880)
Michael P. Wilmot (PRESENTER); Deniz S. Ones (AUTHOR)

Authors use 2nd-order meta-analyses to reexamine the claim that Conscientiousness consistently predicts moderate performance across jobs. Based on 10 meta-analyses across 8 occupations, Conscientiousness shows generalizable effects across occupations, but complexity moderates this relation. High, versus low-to-moderate, occupational complexity attenuates Conscientiousness' relation to performance.

Perceived Leadership Behavior Variability: Capricious or Adaptable Leaders? (98341)

Winnie Shen (PRESENTER); Aleksandra Luksyte (AUTHOR)

Authors conducted 3 studies to examine the structure, predictors, and outcomes of perceived leadership behavior variability. Study 1 uncovered this is a unidimensional construct. Study 2 revealed that greater leader variability was negatively related to group and relational outcomes but only for some followers. Study 3 showed that greater variability was not related to ratings of adaptability.

Investigation of Compulsory Citizenship Behavior in the OCB Nomological Network (98389)

Rachel Pohlman (PRESENTER); Krystal N. Roach (AUTHOR); Kimberly E. O'Brien (AUTHOR)

Multiphasic data from 315 employees provides evidence for convergent/divergent validity of compulsory citizenship behavior (CCB) within the OCB nomological network and separate from in-role behavior. Specifically, results support a unique contribution of CCB to the operationalization of OCB by emphasizing the employees' perceptions of whether they perform OCB discretionarily.

An Initial Examination of a Supervisor Interpersonal Relationship Ambiguity Scale (99597)

Joseph Regina (PRESENTER); Aashna Matty Waiwood (AUTHOR); Tammy D. Allen (AUTHOR)

Research on leader-member exchange has analyzed the relationship quality of leaders and followers. However, the clarity of these relationships may also be relevant as ambiguity at work relates to undesirable outcomes. In this study, a Supervisor Interpersonal Relationship Ambiguity scale was created, tested, and correlated with occupational health outcomes to examine this new construct.

Leader Machiavellianism and Supervisory Behaviors: Do Employee Political Skills Matter? (98713)

Blythe L. Rosikiewicz (PRESENTER); Jae Young Choi (AUTHOR); Yoonhee Kim (AUTHOR); Christian J. Resick (AUTHOR)

Authors examine relationships between leader Machiavellianism and abusive supervision and LMX, as moderated by employee political skill to understand how Machiavellian leaders treat employees, influenced by the employees' perceived utility. Results across 2 studies show that Machiavellian leaders are less likely to abuse employees when they perceive that employees have high political skill.

Strategy Execution: Measurement and Organizational Performance (98859)

Jeffery S. Schippmann (PRESENTER); Michael Dean Schippmann (AUTHOR); Yoonhee Kim (AUTHOR); Megan Marie Schippmann (AUTHOR)

Authors present a methodology to reliably measure ($r = .75$) and track the extent to which organizational strategy is effectively communicated throughout a company in a way that truly guides behavior and local decision making (i.e., strategy execution). Further, a meaningful relationship between successful strategy communication and corresponding organizational outcomes is demonstrated ($r = .60$).

When Corporate Social Responsibility Makes a Company Look Authentic (Poster - 111881)

Madeline Ong (PRESENTER); Yong Kim (AUTHOR)

Authors propose that job seekers will be less likely to view an organization that engages in external CSR activities as authentic and attractive when the organization does not first engage in internal CSR activities. Results from a combination of 3 studies—an archival study of Fortune 500 companies, a field study of unemployed job seekers, and an experiment—provide support for the hypotheses.

The Stereotype Content of Trustworthy Colleagues and Supervisors Across Eleven Nations (Poster - 111617)**Catherine T. Kwantes (PRESENTER); Andrew Townsend (AUTHOR); Arief B. Kartolo (AUTHOR)**

This project explores how trustworthiness is expected for colleagues and supervisors across 11 countries using the stereotype content model. Results found different expectations across cultures and confirmed within country variance on the expectations of trustworthiness based on role relationships. Some had similar, some differed in, expectations between trustworthy colleagues and supervisors.

Which Characteristics Relate to Effective and Ineffective Allyship? (Poster - 111432)**Lauren A. Collier-Spruel (PRESENTER); Ann Marie Ryan (AUTHOR)**

Authors examined whether there were specific ally characteristics related to effective and ineffective allyship behavior. Internal motivation to respond without prejudice was positively related to effective behaviors and negatively related to ineffective ally behaviors. Social dominance orientation was related to demonstrations of ineffective ally behavior.

It's Your Fault: Workplace Consequences of Anti-Asian Stigma During COVID-19 (Poster - 111915)**Danielle M. Gardner (PRESENTER); Ann Marie Ryan (AUTHOR); Caitlin Q. Briggs (AUTHOR)**

In light of increased anti-Asian stigma relating to COVID-19, this study identifies perceived pandemic blame as a mechanism for discrimination against Asians at work. Results support assertions that COVID-19 blame attributions toward China predict anticipated hiring bias and increased physical distancing of Asians at work, as associated with higher levels of U.S. identification.

Do Something! The Impact of Abulic Leadership on Work-to-Family Conflict and Deviance (Poster - 112499)**Dustin Maneethai (PRESENTER)**

Drawing on conservation of resources theory, authors examined an indirect process model in which abulic leadership, characterized as passive and indecisive leadership behaviors, influences follower counterproductive work behaviors through organizational constraints and work-to-family conflict.

Analyses of data from 447 government employees revealed main effects and indirect effects.

Validating a Novel Image-Based Assessment of Personality (Poster - 112376)**Airlie Hilliard (PRESENTER); Theodoros Bitsakis (AUTHOR); Sonia Cristina Codreanu (AUTHOR); Cari L. Gardner (AUTHOR); Franziska Leutner (AUTHOR)**

A forced-choice, image-based assessment of the Big 5 personality traits was created and validated. In Study 1, a bank of 281 items was created and the 150 best performing were selected. In Study 2, machine learning based predictive scoring algorithms were created for each trait and tested for convergent validity ($r = .50$ to $.75$), test-retest reliability ($.55$ to $.75$), and adverse impact.

What Is in a Name? Effects of Game Framing on Perceptions of Hiring Organizations (Poster - 111959)**Jenna Ellen-Marie McChesney (PRESENTER); Chelsi F. Campbell (PRESENTER); Jiacheng Wang (AUTHOR); Brett Johnson (AUTHOR); Lori L. Foster (AUTHOR)**

Authors examine the effects of labeling a selection test as a game on prospective applicant attitudes. 277 participants were randomly assigned to view a hypothetical organization's website describing its assessments as online tests or games. Those who were told the organization used online games to hire rated the organization as more innovative, and ultimately more attractive.

Examining the Fakability of a New Forced-Choice Measure of the Dark Triad (Poster - 112519)**Lingyue Li (PRESENTER); Tianjun Sun (AUTHOR); Bo Zhang (AUTHOR); Fritz Drasgow (AUTHOR)**

This study assesses the fakability of a newly developed 2-alternative forced-choice dark-side assessment of personality scale (FC-DAP). An MTurk sample was recruited to compare a single-statement version and the FC-DAP in honest and induced-faking conditions. Results indicated that the FC-DAP exhibited smaller score inflations in the induced-faking condition than the single-statement measures.

Feedback Seeking Between Groups: The Cost of Minority Status on Trust Perceptions (Poster - 112635)

Brad Wolfred (PRESENTER); Arielle Nicole Lewis (AUTHOR); Jacob Schneider (PRESENTER); Jane Williams (AUTHOR)

This study seeks to extend previous work examining how supervisor race impacts the decision to seek feedback. Minority status within a supervisor–employee dyad suggests an additional cost for Black employees to seek feedback. Across 2 experimental studies, this research found that Black employees sought feedback less from an out-group supervisor due to perceptions of trust.

Assessing Burnout in Diversity and Inclusion Professionals (Poster - 112392)

Jennifer L. Kisamore (PRESENTER); Andrea Pemberton (AUTHOR)

Perceptions of role dysfunctions, top management support, and tokenism were examined as possible predictors of burnout in a network sample of 64 diversity and inclusion (D&I) professionals. D&I professionals' levels of burnout were also compared to a normative sample. Results indicated factors which predict burnout among D&I professionals and indicate the work is challenging yet rewarding.

Same-Gender Partners' Workplace Disclosure and Spillover Outcomes (Poster - 112501)

Toni Kostecki (PRESENTER); Isaac E. Sabat (AUTHOR)

Authors examined the mediating effects of work–family spillover between same-gender partners' LGBT disclosure at work and relationship and job outcomes among 663 couples. Results show that disclosure discrepancies predict decreased relationship quality and job satisfaction through higher family–work facilitation, but high disclosure predicts these same outcomes through higher family–work conflict.

To Feel Good, You Have to Give What You Get: A Study of Resource Exchanges (Poster - 112527)

Fadel K. Matta (PRESENTER); Michael Baer (AUTHOR); Edwyna Hill (AUTHOR); Emma L. Frank (AUTHOR); Kelly Schwind Wilson (AUTHOR)

Authors build and test theory to demonstrate that reciprocating the “right” resource at the “right” time is the key to effective social exchanges. They address what specific types of resources are exchanged in leader–follower dyads, how these specific resources are exchanged over time, and why they are exchanged the way they are.