PSI Presentations at SIOP 2019

THURSDAY, APRIL 4

Ignoring the Elephant (and Donkey) in the Room: Political Ideology in Organizations		
10:30 AM – 11:50 AM Potomac 5-6 (Alternative Session 016)	Lately, politics has become increasingly central to many employees' lives, yet few in our field have examined what such a shift could mean to individuals, teams, and organizations. The goals of this session are to present a framework for studying political ideology at work, share some preliminary research findings and best practices, and open a dialogue with participants to plot future directions.	Kristen Swigart
Differences in North America: Applicant Reactions and Test Environment		
10:30 AM – 11:20 AM Prince George's Exhibit Hall D (Poster 035)	The purpose of this study is to examine applicant reactions and test environments across countries to better understand cross-cultural differences within employee selection. Results showed significant differences for applicant reactions and test environment across countries. The relationship between applicant reaction and test environment was significantly correlated ($r = .36$, $p < .001$).	Trevor McGlochlin and Amy Gammon
Situational Judgment Tests: Making Them Work Globally		
12:00 PM – 12:50 PM Chesapeake 1-3 (Panel Discussion 083)	The rapid globalization of the economy and labor market is causing an increased need to identify and validate assessments that can be used cross culturally. Situational judgment tests (SJTs) are valid and popular assessment methods but can be prone to cultural barriers. Panelists will present data and discuss best practices for developing and implementing SJTs internationally.	Mei-Chuan Kung
Sending Out an SOS: Hiring in a Tight Labor Market		
3:30 PM – 4:50 PM National Harbor 2-3 (Alternative Session 205)	Four internal I-O professionals will share their organization's best practices, strategies, and lessons learned pertaining to 1 of 4 topic areas impacted by hiring in today's tight labor market: attraction, selection, attrition, and the skills gap. Participants of this introductory session will hear experiences from all roundtable hosts and be encouraged to share their experiences.	Lindsey Burke and Bekah Regan
What Have You Lied About Lately? A Longitudinal Examination of Applicant Faking		
4:30 PM – 5:20 PM Prince George's Exhibit Hall D (Poster 239)	This study examines applicant faking behavior (AFB) over time to determine if response distortion has substantially increased. The results show an inconsistent pattern of AFB increase over time with bogus items gradually rising but BER and CVI patterns are less consistent. Observed differences are not practically meaningful. Implications and future directions are discussed.	Amie Lawrence, Kristin Delgado, Mei-Chuan Kung, Jessica Petor, and Ted Kinney

	Go Big or Go Mobile: When and How to Implement Mobile Assessments	
5:00 PM – 5:50 PM National Harbor 2-3 (Panel Discussion 275)	Over 50% of applicants choose a mobile device when taking an assessment. This revolution has occurred quickly and I-Os have been playing catch up to design, validate, and understand the implications of this change in applicant pools. Data points, facts, and figures, as well as lessons learned, are shared that I-Os should know when thinking about mobile.	Kristin Delgado
	One Size Doesn't Fit All: Various Approaches to Change Management	
5:00 PM – 5:50 PM Potomac 3-4 (Alternative Session 278)	There is no one-size-fits-all solution when it comes to managing changes in organizations. This alternative session begins with 4 brief presentations sharing their unique approaches to change management initiatives and pros/cons of each method, followed by speaker-led roundtable discussions to address audience's specific questions and encourage interactive conversations.	Alissa Parr
	What Really Drives Candidate Reactions to Assessments? Perspectives From the Field	
5:00 PM – 5:50 PM Potomac C (Panel Discussion 280)	Organizations are understandably concerned with candidate reactions to and attrition from the prehire assessment process. In turn, I-O practitioners are faced with demands to make assessments shorter, more mobile, and more engaging. Panelists will discuss their experiences/research and even challenge some conventional thinking regarding the impact of such factors on the candidate experience.	Dawn Lambert, Joseph Abraham, and Allison Besl

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FRIDAY, APRIL 5

	Who Is The Target? Expanding Emotional Labor Beyond Client Interactions	
8:00 AM – 9:20 AM National Harbor 2-3 (Symposium/Forum 307)	Scholars examining emotional labor have largely considered how this phenomenon unfolds within customer interactions. This discussion to noncustomer targets in this session. Five papers examine how emotional labor and related processes unfold among coworkers, nurses regulating with internal/external interaction partners, staff sergeants and their subordinates, and teachers.	Rick Jacobs
	Atypical Applications Of Work Analysis And Content-Oriented Validation Research	
8:00 AM – 9:20 AM Potomac 1-2 (Panel Discussion 309)	Content-oriented validation (and work analysis) research methodologies may vary substantially depending on research goals. In this panel, experts will discuss research methodologies and considerations in 4 specific applications: background checks, physical ability assessments, specialty positions (small numbers of incumbents in a single position), and compensation practices.	Rick Jacobs
	Has Candidate Delight Become A More Important Criterion Than Performance?	
11:30 AM – 12:50 PM National Harbor 2-3 (Panel Discussion 444)	Candidate experience has become one of the most important features in designing and implementing assessments in organizations. The impression of job candidates regarding an organization's selection components has become a critical criterion variable for stakeholders when evaluating assessments. This panel will define and discuss several topics relevant to this increasingly critical criterion.	Ted Kinney, John Weiner, and Rick Jacobs
	Predicting Turnover: The Impact Of Dark Leader Traits And Employee Engagement	
1:00 PM – 1:50 PM Prince George's Exhibit Hall D (Poster 503)	Turnover is problematic and costly for organizations. The role of the leader in employee turnover was examined. This study found that the "dark side" traits, or dysfunctional dispositions, were a moderator in the relationship between employee engagement and employee turnover. Engagement was successful at combating turnover when the leader was low in the "dark side" traits.	Amy Gammon, Allison Besl, and Ted
	SIOP Select: Horse-Sized Duck? Pros and Cons of Odd-Ball Interview Questions	
3:00 PM – 3:50 PM Maryland B (Special Event 542)	It is not uncommon for interviewers to ask "odd-ball" or non-traditional interview questions during the interview process. However, do these questions actually yield useful information for selection purposes? This panel composed of scholars and practitioners will discuss the validity, legality, and other important considerations regarding odd-ball interview questions.	Rick Jacobs

Innovative Talent Assessment Practices: Adoption, Trends, and Predictions		
3:00 PM – 3:50 PM Maryland C (Alternative Session 543)	Many organizations struggle with talent shortages and some employees face high stress at work and are rejecting traditional employment. These forces have implications for talent practices and traditional notions of assessment are being challenged. In this session, data-driven views of the prevalence of new assessment practices and how organizations are evolving their strategies will be presented.	Ted Kinney
Detecting and Explaining Faking on Personality Tests		
3:00 PM – 3:50 PM National Harbor 2-3 (Symposium/Forum 546)	Despite the interest in faking from practitioners, clients, and researchers, there is still a need to better understand the phenomenon. To that end, 4 papers are presented that examine current models of faking behavior and measurement. Results help us better understand the nature of faking, how it should be operationalized, and how improved models of faking could create better interventions.	Amy Gammon
Challenges Faced by the Testing Industry: Current Trends and Looking Into the Future		
3:00 PM – 3:50 PM Potomac 1-2 (Panel Discussion 548)	Despite the interest in faking from practitioners, clients, and researchers, there is still a need to better understand the phenomenon. To that end, 4 papers are presented that examine current models of faking behavior and measurement. Results help us better understand the nature of faking, how it should be operationalized, and how improved models of faking could create better interventions.	John Weiner
Beyond Neurotypical: Maximizing Performance Through Diverse Talent Management		
4:00 PM – 4:50 PM Chesapeake A-C (Panel Discussion 587)	Many types of employee diversity enhance work outcomes, but most organizations only recognize benefits of those who are neurotypical. I-O psychology best practices often focus on the typical (e.g., characteristics likely to predict job performance). I-O has been slow to help organizations benefit from neurodiversity through talent identification and management. Panelists will discuss and advise.	Jaclyn Menendez
Combining I-O and UX: Usability Testing in Simulation-Based Assessments		
4:00 PM – 4:50 PM Maryland 1-3 (Alternative Discussion 591)	Technological advancements have allowed I-O psychologists to deliver internet-based, high-fidelity work simulations for training and personnel selection. Important usability and candidate experience aspects must be considered to ensure such methods are valid and useful. Assessment experts will present simulation-based assessments and discuss processes and guidance for maximizing usability.	Amie Lawrence

Remote Proctoring: A Solution to Unproctored Testing Challenges?		
4:00 PM – 4:50 PM Maryland A (Panel Discussion 593)	Technological advancements have put remote proctoring (RP) in a unique position to influence the testing landscape. Applying lessons learned in high-stakes certification testing, this panel will provide thought leadership on how RP can be useful in personnel selection. The discussion will broach topics such as mitigating cheating, candidate perceptions, and challenges encountered with RP programs.	Penelope Palmer, Monica Elcott, Joseph Abraham, and Rory McCorkle
IGNITE Panel with Data: Myth Versus Reality in Candidate Reactions: What Really Matters		
4:00 PM – 4:50 PM Potomac C (IGNITE! Panel 601)	During this session, presenters will share field data on candidate reactions to selection assessments in various scenarios to IGNITE the audience's interest and participation. The panel will then discuss differences between what business and HR leaders frequently request for their assessments (e.g., short, mobile, engaging) and candidate perceptions these assessments.	Ted Kinney
Development Programs for Future Leaders: How to Select for Success		
5:00 PM – 5:50 PM Chesapeake D-F (Panel Discussion 639)	Organizations are recognizing the importance of preparing future leaders with the skills needed to flourish. As a result, leadership development programs focused on preparing high potential employees for future opportunities continue to expand. Panelists will share experiences in designing selection processes to identify the best candidates with the greatest likelihood of success.	Paul Glatzhofer

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SATURDAY, APRIL 6

	Looking Under the Hood: Making Use of Trace Data	
8:00 AM – 9:20 AM Maryland A (Symposium 664)	The use of technology-enhanced assessments has vastly increased the amount and types of data that are collected and stored during the testing process. This session highlights some ways that procedural or trace data which is automatically collected during assessments might be used, as well as shares best practices for doing so.	Mei-Chuan Kung and Amie Lawrence
	I'm Sorry, But I Think I Just Want to Be a Woman Leader, If Possible :)	
8:00 AM – 9:20 AM Potomac 3-4 (Alternative Session 672)	This session focuses on applying best practices and effective communication in workplace encounters of subtle discrimination and everyday irritations. First panelists discuss current research and business insights related to challenges women face in the workplace. Panelists will then facilitate small group discussions around real life scenarios asking, "What would you do?" sharing lessons learned.	Rose Keith, Bekah Regan, Jessica Petor, Kristen Swigart
	Do Gender Paradigms Affect Organizational Attraction?	
8:30 AM – 9:20 AM Prince George's Exhibit Hall D (Poster 688)	This study specifically considers the gender and job area of the recruiter to determine their effects on preemployment perceptions. Female formal recruiters were found to significantly increase the job candidate's view of recruiter believability and organizational attraction. Gender paradigms may be having a significant impact on these findings and future research is needed.	Paul Glatzhofer
	Making Room for Everyone: Development of a Measure of Inclusive Leadership	
8:30 AM – 9:20 AM Prince George's Exhibit Hall D (Poster 700)	The importance of inclusion in the workplace is well-recognized, and the role of leaders in fostering experienced inclusion has recently gained attention (Randel et al., 2018). However, the literature lacks a validated measure of inclusive leadership (IL). Thus, this study discusses the development of a 26-item IL measure. Results show initial support for a valid and reliable IL measure.	Christa Bupp
	Challenges and Successes With C-Level Assessment for Selection and Development	
10:00 AM – 11:20 AM Maryland A (Panel Discussion 718)	This session brings together internal, external, and independent practitioners from both the public and private sectors. Due to the low volume of assessments at the C-Level it is difficult to understand how to improve the process and best impact future behavior. This session will include insights and lessons learned about using assessments with executives from those who do it every day.	Paul Glatzhofer and Susan Stang

Assessment Innovation and Diversity in Talent Acquisition		
10:00 AM – 10:50 AM Potomac 3-4 (Panel Discussion 726)	Talent assessment is rapidly evolving with advances in technology, computing algorithms, delivery modes, and methods to make them more engaging and accessible. Application of these methods raises questions about their impact on workforce diversity. This session will examine technology-based methods (AI, serious games), research, and considerations for demographic diversity in talent selection.	John Weiner
Fast Vs. Slow Intelligence as Predictors of Job Performance: A Test of the Worst Performance		
10:00 AM – 10:50 AM Prince George's Exhibit Hall D (Poster 744)	This study applied item response trees to distinguish between fast and slow intelligence on an applied reasoning test. Based on the worst performance rule, slow intelligence was hypothesized to be the best predictor of supervisors' ratings of job performance. Results were consistent with the hypothesis.	Kristin Delgado
Comparing the Prediction of Implicit and Explicit Measures of the Dark Triad		
10:00 AM – 10:50 AM Prince George's Exhibit Hall D (Poster 746)	The Dark Triad (DT) is a focus of many organizations due to the negative effects that can result to organizational effectiveness, employee attitudes, and engagement. This study compares explicit and implicit measures of DT in the prediction of CWBs and job performance. Both measurement methods predict CWBs and implicit predicts uniquely above explicit, thus supporting the use of both methods.	Amie Lawrence and Kristin Delgado
Readability Indices and Subgroup Differences in Written Structured Interviews		
10:00 AM – 10:50 AM Prince George's Exhibit Hall D (Poster 750)	Authors examined the usefulness of three common readability indices (Flesch Reading Ease, Flesch-Kincaid Grade Level, and SMOG) for predicting racial and gender subgroup differences in written structured interviews. Using data from a local government organization in Alabama, they discuss findings and recommendations for use of readability indices.	Wyatt Stahl
It's Not You, It's Me: Practitioner Adventures in Tackling Turnover Issues		
11:30 AM – 12:20 PM Maryland A (Alternative Session 804)	Individuals from 5 organizations will share their turnover travails. These turnover tales will include the steps taken to identify, understand, and analyze the turnover issue(s) along with interventions implemented and the results of those interventions. After each panelist provides a brief presentation of their efforts and results, an interactive discussion with the audience will follow.	Alissa Parr and Allison Besl

We Have Liftoff: Launching And Sustaining Assessment Programs

11:30 AM – 12:20 PM Potomac 1-2 (Panel Discussion 811)	Through Q&A format, panelists discuss practical tips for large-scale preemployment assessment program implementations, especially for organizations that aren't familiar with assessments. Panelists will discuss differences from an internal and external consulting perspective and between public and private sector clients. Audience interaction will be encouraged through live polling technology.	Laurie Wasko and Bekah Regan

The World Is Not Flat: Applicant Faking and Cultural Differences

12:30 PM – 1:20 PM National Harbor 2-3 (Symposium/Forum 863)	Most of the research on applicant faking on selection assessments is conducted on samples in the United States. However, with the increased globalization of organizations and use of selection assessments across countries, there is a need to explore cross-cultural differences in applicant faking. This symposium presents research that examines cross-cultural differences in applicant faking.	Amy Gammon and Mei-Chuan Kung

Networking at SIOP 101: Understanding the Basics

12:30 PM – 1:20 PM Potomac 5-6 (Alternative Session 867)	Bring your business cards! This alternative session blends panel and round table 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.	Robert Louis Simmons

The Pros and Cons of Very Short Scales for Personnel Selection And Development

1:30 PM – 2:20 PM Chesapeake G-I (Symposium/Forum 908)	The demand for short and valid instruments continues to grow. This session will examine methods for creating and evaluating short scales, their potential benefits and drawbacks, and when and how they are most useful. Finally, limitations with current research in the area and future directions will be discussed.	Michael Stowers and Joseph Abraham

Messy Validation V: Practitioner Perspectives on Validating AI Selection Systems

1:30 PM – 2:20 PM Potomac C (Panel Discussion 922)	Artificial intelligence (AI) has been referred to as the "new electricity" and has made SIOP's Top 10 Workplace Trends 2018 list. This session brings together experienced I-O practitioners to explore a broad and introductory-level discussion of the hype, potential benefits, precautions, and considerations of validating and applying AI-powered selection systems. Audience questions are welcomed.	Steven Jarrett