

234-27 Supervisory Work–Family Guidance and Behavioral Integrity: Relationships With Subordinate Conflict

This study examines 2 forms of supervisory influence—supervisory work–family guidance and behavioral integrity—and hypothesizes how their main and interactive effects relate to employee work–family conflict. We also test moderated mediation models that examine the impact that organizational culture has on employee's WFC through supervisors' influence on employees.

Samantha C. Paustian-Underdahl, University of North Carolina at Charlotte

Jonathon R.B. Halbesleben, University of Alabama

Submitter: Samantha Paustian-Underdahl, spaustia@uncg.edu

234-28 Does It Matter What You Prefer? Segmentation–Fit and Work–Family Conflict

Segmentation between work and family relates to important outcomes like work–family conflict (WFC). This study investigated the relationship between actual and preferred segmentation and WFC from a person–environment fit perspective using polynomial regression and response surface modeling. It found that regardless of preferences, segmentation was related to lower levels of conflict.

Gina A Seaton, Indiana University-Purdue University, Indianapolis
Elizabeth M. Poposki, Indiana University-Purdue University, Indianapolis

Whitney K. Woods, Indiana University-Purdue University, Indianapolis

Erin M. Crask, Indiana University-Purdue University, Indianapolis

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234-29 Social Media's Influence on Social Support, Efficacy, and Life Satisfaction

This study was designed to understand how social media influences social support, efficacy, and life satisfaction. Results showed that face-to-face and Facebook friends were perceived as providing all 3 types of social support (emotional, instrumental, information), and goal and interpersonal efficacy were significantly related to the perceptions of life satisfaction.

Deborah A. Olson, University of La Verne

Kenneth S. Shultz, California State University, San Bernardino

Jeanny Liu, University of La Verne

Submitter: Kenneth Shultz, kshultz@csusb.edu

234-30 A Within-Person Examination of the Effects of Telework

This study provides a within-person investigation of the effects of teleworking on several relevant variables (e.g., task performance, creative performance, work–family conflict, job satisfaction). Employees completed surveys each day over the course of the week while engaging in teleworking and not. Individuals appear to respond favorably while teleworking.

Ronald P. Vega, George Mason University

Amanda J. Anderson, George Mason University

Seth A. Kaplan, George Mason University

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235. Roundtable Discussion/Conversation Hour: 9:00 AM–9:50 AM

Elizabeth G

Moving Beyond the Textbook: Incorporating Articles into Undergraduate I-O Courses

During this roundtable/conversation hour, participants will share their experiences using articles in undergraduate I-O psychology courses. Strategies for incorporating articles in and out of class will be discussed, and psychology and business publications will be considered. Upon conclusion, a collaborative list of sources will be generated and made available via e-mail.

Cynthia A. Prehar, Framingham State University, *Host*

Satoris S. Culbertson, Kansas State University, *Host*

Submitter: Cynthia Prehar, cprehar@hotmail.com

236. Interactive Posters: 10:30 AM–11:20 AM America's Cup AB**Naughty or Nice: Bad Behaviors at Work**

Olga Clark, University of Hartford, *Facilitator*

236-1 The Role of Discrete Emotions in Predicting Counterproductive Work Behavior

A cross-sectional study investigated if discrete negative emotions differentially relate to specific subfacets of counterproductive work behavior (CWB). The findings suggest that the best predictor of each CWB subfacet is not always the same. This study provides some support for the stressor-emotion model of CWB.

Jeremy Bauer, University of South Florida

Paul E. Spector, University of South Florida

Russell E. Johnson, Michigan State University

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236-2 Observer Responses to Incivility: Influences of Relational Demography and Time

We employed a relational demography framework to explore the influence of victim race and group racial composition on observer responses to workplace incivility over time. Observer responses depended upon relational demography, time, and the nature of the response. Practical implications are discussed.

Brent Lyons, Michigan State University

Ann Marie Ryan, Michigan State University

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236-3 The Interactive Role of Gender in CWB and Workplace Aggression

This study examined direct and interactive relationships of gender with CWB directed toward organizations and people, physical aggression, and relational aggression. Men reported more of all 4 forms of behavior than women; men had stronger relationships of job stressors and personality with CWB and workplace aggression than did women.

Zhiqing E. Zhou, University of South Florida

Paul E. Spector, University of South Florida

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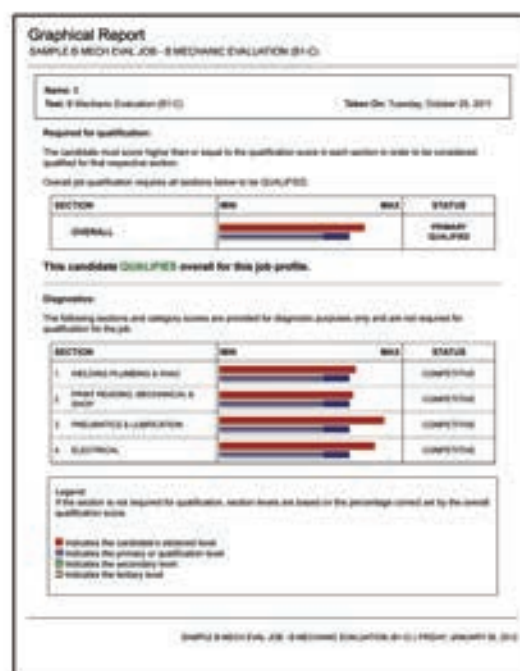
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- At **Kellogg Company** in Louisville, KY, Matt Niswonger, Employee Relations Manager, needed selection procedures for a new position titled Electrical Mechanical Technician/Electrical Instrumentation Technician. We validated a multiple-choice test for him and included performance assignments as part of the employee selection process.
- Debra Proper, Manager, Employee Services at **ArcelorMittal** in Burns Harbor, IN, had a requirement for new Machinists, Mobile Equipment Mechanics, and HVAC Technicians. To meet her hiring needs, we validated tests and provided scrambled versions for increased test security. Those tests are ready for use online through our website as ArcelorMittal identifies candidates.
- We worked with Rhonda Brown, Talent Manager – North American Tire Manufacturing and James Giles, Regional Training and Development Manager for **Goodyear Tire and Rubber Company**, to validate a test for Machinists to be used at facilities nationwide.
- At **Westinghouse**, Blairsville, PA, Kelly Conroy, Sr. Communications Specialist, employed us to develop testing for Electrical & Instrumentation Apprentice, Tool & Die Machinist Apprentice, and Mechanical Apprentice programs. We designed and validated a battery of tests specific to each apprenticeship, all of which included basic skills tests and additional assessments targeted to measure skills and abilities needed to succeed in each particular area of study.
- William Smith, Manager II Mechanical Training at **BNSF Railway Corporation** in Overland Park, KS, asked our help to develop measures administered online and in hands-on format for the job of Railroad Electrician. Job experts assisted in the selection of multiple-choice items and actual work activities as well as in the development of cutting scores.
- At **Diamond Innovations**, Worthington, OH, Lisa Beaty, Human Resources Generalist, engaged our services to assess knowledge and skill measures for the job of Equipment Maintenance Mechanic. The final test was designed to help select employees capable of installing, troubleshooting, and performing preventive maintenance and repair work in a highly automated manufacturing facility.
- For **Heinz Portion Control**, Mason, OH, we looked at the jobs of Maintenance Groups A, B and C. We were able to review and validate suitable maintenance tests assessing job knowledge for each of the three levels. Plant Manager, Sean Blankley, and Employee Development Coordinator, Bill Davis, facilitated the projects for Heinz.
- We worked with Linda Pohl, Human Resources Manager at **Winchester Ammunition** in Oxford, MS, to validate tests for the position of Adjuster. Along with basic skills measures, the test battery included a basic mechanical knowledge test and a mechanical performance assignment.

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