Wyle Labs-NASA JSC, Kelley J. Slack, NASA-JSC/Wyle/LZT, Kathryn E. Keeton, NASA Wyle Labs, ***The Synthetic Validation of NASA's Astronaut Selection Program***
Jenna N. Filipkowski, Chally Group Worldwide, Christopher Holmes, Chally Group Worldwide, ***Transportability Studies: Practical Case Studies and Practical Recommendations***
Bruce J. Stewart, Office of Personnel Management, Mary Ann E. Fresco, Office of Personnel Management, Veronica Villalobos, Office of Personnel Management, ***The Impact of Synthetic Validation Techniques on Diversity and Inclusion***
S. Morton McPhail, The Corporate Executive Board Company, ***Discussant***

Submitter: Julie Steinke, julieannesteinke@gmail.com

176. Roundtable/Conversation Hr: 1:30 PM–2:50 PM
Grand I

A Cross-Cultural Work Design Research Incubator

Although work design occupies a central place in I-O psychology, there exists relatively little cross-cultural work design research. This research incubator seeks to engage work design research teams from 5 countries along with conference attendees to begin a conversation on cross-cultural work design research to advance future research.

Frederick P. Morgeson, Michigan State University, ***Host***
Adela S. Garza, Michigan State University, ***Host***
Vincent Angel, University of Nice-Sophia Antipolis, ***Host***
Marilena Bertolino, University of Nice, ***Host***
Franco Fraccaroli, University of Trento, ***Host***
Jose M. Peiró, University of Valencia, ***Host***
Sebastian Stegmann, Goethe University, ***Host***
Dirk D. Steiner, Université de Nice-Sophia Antipolis, ***Host***
Donald M. Truxillo, Portland State University, ***Host***
Rolf Van Dick, Goethe University, ***Host***
Sara Zaniboni, University of Trento, ***Host***

Submitter: Frederick Morgeson, morgeson@msu.edu

177. Master Tutorial: 1:30 PM–2:50 PM
Grand J

1.5 CE credits for psychology purposes available

In the Line of Accommodation Duty: Legal and Practical Implications

The legal duty to accommodate employees on the basis of disability and other criteria in the United States and Canada will be addressed. Participants will also participate in case study analysis and apply the legal principles learned to reduce employer liability and promote successful workplace diversity.

Erika Ringseis, TransCanada, ***Presenter***
Victor V Wright, TransCanada, ***Presenter***

Submitter: Erika Ringseis, erika_ringseis@transcanada.com

178. Poster: 2:00 PM–2:50 PM
Ballroom of the Americas
Work–Life

178-1 LMX and Work–Family Outcomes: The Importance of Follower Gender

This study examined leader–member exchange (LMX) relationships and work and family outcomes, with a specific consideration of follower gender. Quality LMX relationships were negatively related to work–family conflict and positively related to work–family culture. Notably, these relationships were stronger for women. No gender differences emerged on non-work–family outcomes.

Mark D. Agars, California State University-San Bernardino
Leanne M .Tortez, California State University-San Bernardino

Submitter: Mark Agars, Magars@csusb.edu

178-2 Organizational Support and Work–Family Conflict: The Importance of Self-Determination

This study tests a model of social support and work–family conflict, examining motivation as a mediator of their relationship. Self-determination partially mediated the negative relationship between organizational support and work–family conflict. Extrinsic motivation was not found to mediate the relationship but was related to increased levels of conflict.

Christie Raymond, Merck & Co.
Mark D. Agars, California State University-San Bernardino
Kimberly A. French, University of South Florida
Jacqueline McConnaughy, California State University-San Bernardino

Submitter: Mark Agars, Magars@csusb.edu

178-3 Can't Afford to Have a Life: Adaptation to Job Insecurity

This study examines employee perceptions of job insecurity, the work–nonwork interface, and well-being. Insecurity associates with adaptive work behaviors including less use of organizational work-nonwork support programs and greater work–nonwork boundary permeance, which in turn associate with greater work–nonwork conflict and emotional exhaustion.

Wendy R. Boswell, Texas A&M University
Julie B. Olson-Buchanan, California State University-Fresno
Brad Harris, University of Illinois

Submitter: Wendy Boswell, wboswell@tamu.edu

178-4 Identification of a Dispositional Tendency to Experience Work–Family Spillover

Using a nationally representative longitudinal sample, evidence is presented that a dispositional tendency to experience work–family spillover exists. A dispositional factor model accounts for data better than competing models, the dispositional factor is stable over time, and the dispositional factor is distinct from Big 5 personality traits.

Eunae Cho, University of South Florida
Louis Tay, Singapore Management University
Tammy D. Allen, University of South Florida
Stephen Stark, University of South Florida

Submitter: Eunae Cho, echo@mail.usf.edu

178-5 Work–Family Spillover: Spilling Over to Future Happiness

This study investigated if work–family spillover predicts future happiness using data from 2 longitudinal studies. Results suggest that negative work–family spillover (Study 1) and individuals' perception that their partner's work interferes with family (Study 2) predict life satisfaction even after controlling for other antecedents of life satisfaction.

Eunae Cho, University of South Florida
Louis Tay, Singapore Management University

Submitter: Eunae Cho, echo@mail.usf.edu

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Some of our recent validation news:

- Graham Ault, Human Resources, at **Harley-Davidson Motor Company**, asked Dr. Robert Lofgren to develop measures to be used corporate-wide for their *Production Technician 1* position. The assessments validated were basic skills measures of reading, arithmetic, inspection & assembly and process monitoring & problem solving. The final components include Ramsay Corporation's *Speed of Marking Test*, *ESI-Q* and hands-on performance assignments.
- For **Olin Chlor Alkali**, we worked with Ashley Kidd to create and evaluate knowledge and skill measures for the job of *Driver (Tractor Trailer) Delivery Specialist* at terminals for multiple locations at Olin Chlor Alkali. Along with basic skills assessments and a Driver knowledge test, we formalized and documented a Structured Interview and a Driver Road Test.
- At **ArcelorMittal**, Burns Harbor, IN, we evaluated the job of *Process Control Technician*. We custom-designed a test to be used at both Entry and Advanced Levels along with a "scrambled" version meant to discourage rote memorization of answers. The study was monitored for ArcelorMittal by Peter L. Martinez, Manager - Electrical Maintenance.
- **Nashville Electric Service** in Nashville, TN requested our help to design assessments to qualify each employee in the company on applicable safety procedures from their safety manual. Paul Kramer, Consulting Associate, worked with Bob Mansolino, Safety & Employee Development Manager, and company job experts from eight job families to develop questions and build mastery tests for each job family.
- We worked with Moira Klos, Director of Talent Management, to develop and validate a test for *Maintenance Mechanic* at **Simmons Bedding Company** for use in all locations of the corporation. Company job experts were able to select items from the Ramsay Corporation database of over 20,000 questions to help identify skills gaps in their current maintenance workforce. The tests are administered online with immediate scoring and diagnostic reports available.
- At **Kellogg Company,** Blue Anchor, NJ, Chris Ferrigno, Human Resources Manager, asked us to validate a hands-on measure for their *Maintenance Mechanic* position as a complement to the multiple-choice assessment validation that we updated in 2011.

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Society for Industrial and Organizational Psychology

28th Annual Conference Program

SOCIETY FOR INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY

Hilton Americas- Houston
Houston, Texas
April 11-13, 2013
Workshops: April 10