

**2012 SIOP Conference****San Diego, California**

teers ( $N = 151$ ), analyses suggest that volunteer burnout mediates the relationship between perception of voice and role ambiguity and intention to quit.

Stephanie L. Coufal, Creighton University  
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Joseph A. Allen, Creighton University

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**284-4 Odd Jobs and Bad Habits: Smoking-Related Outcomes of Children's Employment**

Fifth to 9th-grade children's ( $N = 19,018$ ) employment intensity is related to both smoking history and smoking intent. These effects are partially mediated by the amount of weekly spending money and self-esteem. The number of one's parents who smoke interacts with self-esteem to negate its positive effects.

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E. Kevin Kelloway, St. Mary's University

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**284-5 Psychosocial Context, Hardiness, and Musculoskeletal Complaints: A Mediated Moderation Model**

This study tested linkages among psychological safety climate, frustration, and employees' work-related upper body musculoskeletal complaints. Perceived safety climate was negatively related to frustration, which in turn was associated with fewer symptoms. Hardiness moderated this relationship, such that high hardiness was associated with stronger indirect effects of climate on symptoms.

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Juliya Golubovich, Michigan State University  
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**284-6 Individual Coping Strategies and Consequences of Advisor Mistreatment Over Time**

In a 2-wave study of graduate students and advisors, mixed support was found for a relationship between mistreatment from advisors at Time 1 and well-being, strain, and turnover intention at Time 2. The relationship was moderated by coping behaviors (active, avoidance, and reappraisal) at Time 1.

Ismael Diaz, Texas A&M University  
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Amanda D. Pesonen, Texas A&M University  
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**284-7 Interpersonal Conflict, Coping, and Control: Interactive Effects on Well-Being**

Previous research has produced discrepant findings with respect to the role of control and coping in the stressor-strain relationship. This study was conducted to examine the interactive effects of interpersonal conflict at work, perceived control specific to that conflict, and coping on employee well-being.

Erin Eatough, University of South Florida  
Chu-Hsiang Chang, Michigan State University  
Brent Lyons, Michigan State University

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**284-8 Age Differences in Coping With Job Loss**

This study investigated the experience of coping with involuntary job loss across the lifespan, utilizing a national sample of unemployed workers. Results indicated that older unemployed workers cognitively appraised the loss of their jobs more negatively than their younger counterparts in terms of intensity and reversibility.

Erica D. Ermann, Colorado State University  
Kurt Kraiger, Colorado State University

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**284-9 Cumulative Exposure to Work Demands Predict Health at 40**

This study investigated the effects of current and cumulative exposure to job demands on health-related outcomes. Results indicated that cumulative exposure to physical demands and criticality predicted ill-health and depression beyond current job demands, whereas responsibility and physical demands predicted hypertension.

Michael T. Ford, University at Albany, SUNY  
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**284-10 The Conditional Indirect Effects Model of Women's Union Participation**

Support was found for a conditional indirect effects model of union participation: Perceived union tolerance of sexual harassment moderated the relationship between perceived support and willingness to participate when expanding on Tetrick et al.'s (2007) union participation model (perceived union instrumentality-perceived union support-members' willingness to participate in union activities).

Leslie M. Golay, University of Connecticut  
Steven Mellor, University of Connecticut

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**284-11 Domain-Specific Personality and Stressors as Predictors of Strains**

This study investigates the prediction that using a frame of reference that matches predictors and outcomes will result in stronger relationships between the constructs measured, (personality, stressors, and strains). The extent to which following this procedure added incremental validity was examined. The hypotheses were partially supported.

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Nathan A. Bowling, Wright State University  
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**284-12 The Influence of Work Norms on Weekend Recovery Activities**

This study examined how workgroup expectations for work performance and personal time influenced activi-





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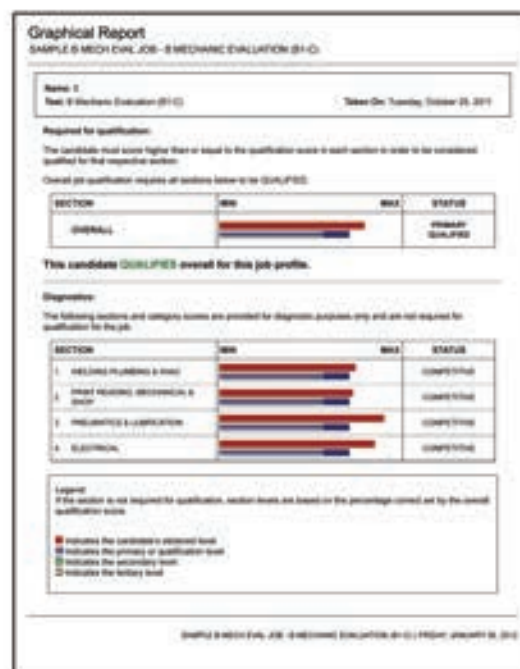
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- At **Kellogg Company** in Louisville, KY, Matt Niswonger, Employee Relations Manager, needed selection procedures for a new position titled Electrical Mechanical Technician/Electrical Instrumentation Technician. We validated a multiple-choice test 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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