

poster showed that unsafe behaviors are likely to emerge when limited resources are available, when perceived danger is low, and when productivity is construed as an obligation.

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314-2 Working Hard and Sick Days Taken: A Moderated Mediated Model

This poster investigated the indirect roles of job control and work support on the relationship between work intensity and sickness absenteeism among 1,911 individuals. Results revealed that job control moderated the relationship between work intensity and work support. Moreover, work support mediated the relationship between work intensity and sickness absenteeism.

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 Al-Karim Samnani, University of Windsor
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314-3 A Meta-Analytic Examination of the Relationship Between Workload and Well-Being

This meta-analysis provides a quantitative summary of research linking perceived workload to employee well-being. As expected, workload was related to several indicators of poor psychological and physical health, such as emotional exhaustion ($\rho = .44$), distress ($\rho = .27$), and physical symptoms ($\rho = .24$).

Caleb B. Bragg, Wright State University
 Nathan A. Bowling, Wright State University
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314-4 Scale Validation for the Self-Report Stress Response Questionnaire (SRSRQ)

This paper presents 4 scale validation studies for the Self-Report Stress Response Questionnaire (SRSRQ). The scale provides behavioral researchers a new measurement tool for positive and negative cognitive stress response. Evidence supports that the SRSRQ has strong content validity, factor structure, reliability, convergent validity, discriminant validity, and predictive validity.

M. Blake Hargrove, University of Texas at Arlington
 Wendy J. Casper, University of Texas at Arlington
 James Campbell Quick, Goolsby Leadership Academy (UTA)
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314-5 The Development and Validation of the Savoring at Work Inventory

This poster presents the development and validation of an instrument designed to assess savoring strategies—the behavioral, emotional, and cognitive up-regulation of positive experiences—within the context of organizational environments. Furthermore, the results of a preliminary validation study are examined.

Matthew Christensen, Central Michigan University
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 Brandon S. King, Central Michigan University
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314-6 Effect of Workplace Barriers and Facilitators on Healthy Behaviors

This study examined the relationship between workplace barriers and facilitators on employee's healthy behaviors. One-hundred nine participants reported factors that inhibited or facilitated their ability to behave healthily each day for 1 week. Barriers were generally found to be negatively related to healthy behaviors, but facilitators related positively.

Joseph Mazzola, Roosevelt University
 Jeffery T. Moore, National Institute of Occupational Safety and Health
 Katherine N. Alexander, Bowling Green State University
 Alexis R. Cosco, Roosevelt University
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314-7 Workplace Fitness Promotion and Exercise Behavior

This study investigates how access to workplace fitness promotion relates to exercise behavior when taking employees' individual exercise motivation into account. The study further examines how exercise behavior mediates the relationship between fitness promotion and well-being criteria (employee stress and somatic complaints).

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314-8 Illegitimate Tasks and Well-being: Findings From Two Daily Diary Studies

Tasks are illegitimate if they violate norms about what an employee can properly be expected to do. Two daily diary studies explore daily illegitimate tasks and how it relates to employee self-esteem and well-being.

Erin Eatough, The City University of New York, Baruch College
 Laurenz L. Meier, University of South Florida
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314-9 "Tell Me About It!" Safety Communication and Safety Climate Perceptions

This study employs structural equation modeling to investigate the relationship between 3 types of safety communication (downward, between-team, and within-team) and individual perceptions of safety climate at multiple levels (organizational, supervisor, coworker). Results provide unique insight into the relationships between safety communication and safety climate perceptions.

Allison M. Ellis, Portland State University
 Tristan Casey, Sentic
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314-10 A Multidimensional Analysis of Stress Event Classifications

Dimensions of stress and their relationship to strain outcomes tend to be studied in isolation. As such, integrative theory and research pertaining to dimensions of stress is lacking. In an inductive study using discriminant function analysis, preliminary support is offered for a multidimensional view of stress.

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