

**Abstract #: 307**

**Presented by: Natasha Buxo, BS, Graduate Student**

***Personal Characteristics of LGB Employees: Personality and Disclosure***

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**Keywords:** Disclosure, LGB, Personality, CSE, Stress

**Objective:** This study aimed to expand on the current LGB research by examining core self evaluations (CSE) and authenticity in relation to disclosure and stress. LGB friendly policies and other organizational factors such as perceived organizational support (POS) were also analyzed.

**Methods:** Participants were recruited via internet and completed a short online survey without compensation. The sample consisted of 146 LGB individuals of varying ethnicity working in different industries throughout the United States.

**Results:** An analysis of variance comparing disclosed and non-disclosed individuals found significantly lower levels of CSEs and higher levels of self-alienation, a subscale of authenticity, for the non-disclosed group. Also, stress was found to be both positively related to CSE and negatively related to self-alienation. Regression analyses showed a positive relationship between both LGB policies and POS to "level of disclosure." A negative relationship was found between POS and stress, but no significant relationship was identified between stress and LGB specific policies.

**Conclusion:** Fear may be a motivator for LGB individuals not to disclose at work, however other factors, such as CSEs and self-alienation, may be separate motivating forces for disclosing one's sexuality. Also, LGB friendly policies and POS may both be important factors in the decision to disclose, however stress was only related to POS, not LGB policies. This suggests that organizations should not rely solely on having LGB friendly policies and initiatives to neutralize LGB fears of discrimination. Many employees may not even be aware of such policies. Organizations should strive to create supportive working environments for LGB employees in order to reduce their levels of stress.

**Abstract #: 308**

**Presented by: Erin Eatough, MA, Graduate Student**

***Interpersonal Conflict, Coping, and Control: Interactive Effects on Well-being***

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**Keywords:** Interpersonal Conflict, Coping, Control, Employee Stress, Well-being

**Objective:** 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.

**Methods:** Multi-source survey data was collected from 438 employed adults and 206 matched significant others or close friends to examine the interaction between interpersonal conflict, perceptions of control over the conflict, and coping strategies in predicting employee psychological well-being.

**Results:** Overall, findings suggested that the success of coping efforts hinges on the combination of the nature and severity of the stressor, perceptions of control over that stressor, and coping strategy used (problem-focused or emotion-focused coping). Interestingly, only when coping and control were considered simultaneously, not separately, did they have an interacting effect with interpersonal conflict on well-being. Specifically, when problem-focused coping was high, high perceived control mitigated increases in depression and job frustration. Additionally, emotional expression coping was most effective for mitigating the detrimental effects of conflict on well-being when control was low rather than high.

**Conclusion:** These results suggest that when one perceives little control of the stressor, it is adaptive to manage internal states rather than external states. Further, control is unlikely to mitigate the detrimental association between conflict and job satisfaction if an employee does not adopt coping strategies that capitalize on the control (i.e., not taking action to manage the situation).

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