

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

Gonzalo J. Muñoz, Texas A&M University
 Jennifer N. McDonald, Texas A&M University
 Winfred Arthur, Texas A&M University
 Ryan M. Glaze, Texas A&M University
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201-4 Personality Traits and Change Agent Effectiveness

Most of the literature on organizational change focuses on the macro level of analysis. This research examines individual-level, or microlevel, variables related to organizational change. Specifically, personality characteristics of effective individual organizational change agents are assessed.

Matthew J. Monnot, PLU

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202. Posters: 4:30 PM–5:20 PM**Douglas Pavilion BCD**

Inclusion/Diversity (e.g., sexual orientation, race, gender)

202-1 Examining the Effects of Interpersonal Discrimination on Job Seeking

This study was conducted to better understand the extent to which subtle forms of discrimination influence job seeking among stigmatized ethnic groups. Findings suggest that interpersonal discrimination does affect individuals' job searching behaviors and also the amount of effort exerted to finding a job.

Abdifatah A. Ali, San Diego State University
 Ann Marie Ryan, Michigan State University
 Jennifer Wessel, Michigan State University

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202-2 Gender Microaggressions in the Workplace: Perceptions and Expected Outcomes

This study provides the first empirical investigation of microaggressions against women at work. Findings suggest that women perceive more microaggressions than men, particularly at lower levels of severity, though both genders can detect nuances in microaggression severity and both predict worse outcomes for victims of more egregious discriminatory actions.

Tessa Basford, George Washington University
 Lynn R. Offermann, George Washington University
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202-3 Aversive Racism and African-American Stereotype Reactivity

This study examined how aversive racism and stereotypes are related to bias in selection decisions. Results found that stereotypes played a role in ratings of African-American applicants, particularly for those who were relatively higher in prejudice. Although limited by power, results extend the role of implicit processes in selection decisions.

Joshua D. Bazzi, University of Tennessee-Knoxville
 Jeremy A. Shelton, Lamar University
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202-4 Are Temporary Work Agencies More Vulnerable to Ethnic Hiring Discrimination?

A correspondence study investigated hiring discrimination of Arabs and whether recruiter type moderated discriminatory effects. Applicants with Moroccan names suffered considerable discrimination, but affiliation with Arab-cultural groups had no discriminatory effect. Hiring discrimination occurred specifically at temporary work agencies not at personnel departments. Implications are discussed.

Jeroen Decoster, Ghent University

Stephanie Segers, Ghent University

Eva Derous, Ghent University

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202-5 Screening-Out Arab Applicants: Do Client Contact and Diversity Statements Matter?

Hiring discrimination toward Arab/Moroccans in the Belgian labor market was examined using a correspondence test. Arab/Moroccan applicants suffered considerable hiring discrimination and this did not depend on the applicants' gender or client contact. Diversity cues/statements on job ads did not reduce hiring discrimination either. Practical and research implications are discussed.

Stephanie Segers, Ghent University

Jeroen Decoster, Ghent University

Eva Derous, Ghent University

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202-6 Evaluations of Applicants With Disabilities: Which Factors Impact Judgments?

This study examined the influence of several factors on evaluations of candidates with disabilities. Results reveal that raters based decisions on relevance of information provided about candidates and level of ambiguity regarding impact of the disability on performance. Relationships between behavioral, implicit, and explicit measures of bias used are discussed.

Susan D'Mello, University of Minnesota

Paul R. Sackett, University of Minnesota

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202-7 LGBT-Supportive Organizational Policies and Organizational Attractiveness

This study examined the relationship between attitudes toward LGBT community and organizational attractiveness through the nature of LGBT-supportive policies and practices. Data from 374 undergraduate students showed that the relationship between attitudes toward LGBT community and organizational attractiveness was the strongest under the active LGBT-supportive policies and practices condition.

Soner Dumani, University of South Florida

Evgeniya E. Pavlova, University of South Florida

Zhiqing E. Zhou, University of South Florida

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 - 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 Pahl, 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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Society for Industrial and Organizational Psychology

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