

Courtney A Laughman, Indiana University-Purdue University Indianapolis
Elizabeth M. Boyd, Indiana University-Purdue University Indianapolis
David Rusbasan, Marian University

Submitter: Elizabeth Boyd, drlizboyd@gmail.com

72-11 Does Work–School Conflict Buffer the Positive Consequences of Work–School Enrichment?

The possible multidimensional nature of work–school enrichment and the relationship between work–school enrichment, work–school conflict, the dedication component of school engagement and school satisfaction were examined. Findings indicate that different combinations of work–school enrichment and work–school conflict differentially affect student's dedication and satisfaction.

Katrina A. Burch, University of Connecticut
Lindsey A. Graham, University of Connecticut
Zhuo Chen, University of Connecticut
Janet L. Barnes-Farrell, University of Connecticut
Peter D. Bachiochi, Eastern Connecticut State University

Submitter: Katrina Burch, katrina.burch@uconn.edu

72-12 Antecedents and Consequences of the Career Commitment of Employed Mothers

Due to challenging work and life experiences that disproportionately marginalize women, examining how working mothers maintain commitment to their careers is important and topical. This study explored how aspects of work and family (e.g., family-supportive climates, parental role attitudes, and spousal support) contribute to how committed women are to their careers.

Altovise Rogers, San Jose State University
Kori Callison, University of Houston
Lisa M. Penney, University of Houston
Jennifer N. Reeves, McKesson Corporation

Submitter: Kori Callison, krcallison@uaa.alaska.edu

72-13 Antecedents and Consequences of Recovery at Work

Recovery is the psychophysiological "unwinding" that allows individuals to return to baseline levels of resources following high demands. Drawing on conservation of resources theory and recovery research, this study found that mastery and control at work contributed to recovery at work, which enhanced vigor and positive affect at home.

Johnna Capitano, Drexel University
Jeffrey H. Greenhaus, Drexel University
Lieve Ten Brummelhuis, Simon Fraser University

Submitter: Johnna Capitano, jcapitano@drexel.edu

72-14 Identification, Trauma, and Work–Family Conflict in High-Reliability Contexts

Organizational identification is argued to mitigate unwanted work–family conflict. Self-reported data were obtained through online surveys ($N = 341$). As hypothesized, data suggest that organizational identification is negatively related to both attitudes and frequency of work–family conflict even when controlling for attitudes toward scheduling.

John D. Crowe, University of Nebraska-Omaha
Joseph A. Allen, University of Nebraska-Omaha
Benjamin E. Baran, Northern Kentucky University
Katherine Nimrod, Creighton University

Submitter: John Crowe, john.david.crowe@gmail.com

72-15 Leaning In and Leaning Out: Developing a Work–Life Trade Offs Scale

A work-life trade-off scale was developed and validated, reflecting the range of major and minor trade offs people make to manage work and family demands. Trade offs positively correlated with parental status, work–family conflict, guilt, and anxiety. Major, as compared to minor, trade offs more strongly negatively related to job and career satisfaction.

Patricia C. Dahm, University of Minnesota
Yeonka Kim, University of Minnesota
Theresa M. Glomb, University of Minnesota

Submitter: Patricia Dahm, dahmx021@umn.edu

72-16 A Role Identification Approach to Work–Family Conflict

The relationship between role identification and work–family conflict was explored. Those who identified with either work or family role experienced less work–family conflict as compared to other respondents. In addition, minimum levels of conflict were experienced when women identified themselves with their work role and men with their family role.

Hakan Ozcelik, California State University, Sacramento
Irmak Erdogan, Bogazici University
Jessica Bagger, California State University, Sacramento

Submitter: Irmak Erdogan, irmakerdogan@yahoo.com

72-17 Work–Family Conflict and Job Satisfaction: A Meta-Analysis of Cultural Differences

This poster examines the moderating role of cultural values on the relationship between work–family conflict and job satisfaction by meta-analyzing 36 studies ($N = 17,181$). Results indicate a significant main effect of WIF and FIW on job satisfaction; some relationships are attenuated in collectivistic and high performance orientation cultures.

Kimberly A. French, University of South Florida
Soner Dumani, University of South Florida
Tammy D. Allen, University of South Florida
Kristen M. Shockley, Baruch College and The Graduate Center-CUNY

Submitter: Kimberly French, KFrench0429@gmail.com

72-18 Exploring Calling: Events Shaping the Direction of a Person's Life

Although calling, purpose, meaning, and vocation are often used to describe different ways of perceiving a direction in one's life, there is little consistency in how we define these terms. This poster investigated, through qualitative inquiry, about individual perceptions of calling and the events that shape a calling.

Robert McKenna, Seattle Pacific University
Deanna M. Haney, Best Buy

Submitter: Deanna Haney, haneyd@spu.edu

72-19 Supervisor Support: An Antecedent of Work–Family Boundary Management

Using a sample of 291 employees, this poster examined the effects of perceived supervisor support in relation to the work and family domain boundaries, with a focus on both conflict and enrichment between the 2 domains. Findings suggest supervisor support does influence boundary management constructs, which then influence conflict and enrichment.

Aloha!



While you're enjoying the warm Hawaiian sun, surf, and the SIOP Conference, back on the mainland we're putting the finishing touches on our new website and keeping busy with tweets and updates to our Facebook and LinkedIn pages.

We've also just posted an interesting video on executive assessment.



Scan the QR code above or visit **www.ipat.com/talent_management** for insights on the science, politics, and intuition of executive selection.

For sound executive selection decisions, supplement your expertise with reliable and valid personality insights.

SIOP Special:

Save 15% on your next order. Simply mention code H039 when you place your report order. (Offer valid through May 31, 2014. One per customer.)

ipat
people insights

IPAT, Inc.
800 225 4728
custserv@ipat.com
www.ipat.com



Dear Colleagues,

A big welcome to the 29th Annual SIOP Conference in Honolulu—it's finally here! As always, the outstanding line up of conference programming, invited speakers, and networking opportunities will be sure to spark your imagination, enhance your professional skills, and create wonderful memories. We would like to take this opportunity to point out some particularly exciting features of this year's unique conference.

Opening Plenary Session

SIOP Hawaii 2014 will kick off on Thursday morning with the presentation of SIOP's highest awards and the newest SIOP Fellows. This event will feature Tammy Allen's Presidential Address, introduced by our incoming president, José Cortina. You won't want to miss this. For those of you who are coming from the East Coast, you will already be up so come on over. For those of you on other time zones, it will be worth getting up for!

Informative and Invigorating Peer-Reviewed Content

This year was a remarkable year in terms of peer reviewed content. We have a record-high number of sessions and an unprecedented level of global diversity in presenters! The program is packed with a wide variety of formats and 22 concurrent sessions for you to choose from at any point during the conference. We are particularly excited about the top-notch session content; it has been incredibly exciting for us to see the program come together and we can't wait for you to experience it too! We know you are coming a long way to attend and we are absolutely certain the sessions will make you glad you came. While you are at the sessions you will experience the beauty that Hawaii has to offer. The convention center has a tropical feel, with sun, open air and lots of palm trees. So you can soak it all in while you are strolling the halls between sessions. We want you to be able to enjoy Hawaii as well so we have shortened the program day to make sure that you have plenty of time after sessions for recreation or just to relax before evening activities.

Theme Track

The 2014 Theme Track, "Breakthrough: Expanding I-O Psychology Through Connection," is on Saturday this year. All Theme Track talks use a fresh, "TED-style" format showcasing speakers who will present in an engaging, easily digestible manner. This year's Theme Track focuses on making connections between various disciplines or schools of thought to enhance I-O psychology; the five sets of presentations include East Meets West, Neuroscience Meets Leadership, Business Meets Psychology, Deductive Research Meets Inductive Research, and Technology Meets Application. If you haven't attended a Theme Track before, give it a try this year to see TED talks meet I-O topics. Stop by for a few of the sessions, or for the whole day!

Invited Sessions

Invited Sessions are a special set of sessions curated by the Program Committee to focus on emerging and current topics of broad interest to the SIOP community. It is important to remember that "invited" means the presenters not the attendees so all are welcome to attend! This year's sessions include one on the challenges and opportunities posed by Big Data, one that delves into the implications of "merger mania" for I-O practice, and the fourth installment of the invited IGNITE session (one of the most popular sessions in the conference each year). This year's invited IGNITE session will showcase the remarkable connections we forge in order to realize our goals as I-O psychologists. If you haven't seen an IGNITE session, this is the year to check one out. The format is both entertaining and informational. Presenters have 5 minutes to progress through 20 slides that are mostly pictures and visuals so the pressure is definitely on. So check out these very special sessions.

Featured Posters

This year, 11 top-rated posters will be recognized by special designations within the conference's regular poster sessions. Stop by to congratulate the authors of the most favorably reviewed posters!

Master Collaboration Series

This year's Master Collaboration session, "Technology and Assessment: Research Gaps, Best Practices, and Future Agenda" brings together a range of leading practitioners and academics focused on technology and assessment to share the state of the science and practice, to identify gaps, and to outline opportunities for collaboration in the future. This session will appeal to practitioners and academics looking to bridge the gap between good science and the frontiers of technological implementation.

Continuing Education Credits

The annual conference offers many opportunities for attendees to earn continuing education credits, whether for psychology licensure, HR certification, or other purposes. For over 30 years, SIOP has been approved by the American Psychological

Association to sponsor continuing education for psychologists. SIOP also holds HR Certification Institute Approved Provider status. Information about the many ways to earn CE credit at the SIOP annual conference can be found on page 6.

Communities of Interest, presented by Quintela Group LLC

If you're looking for a SIOP forum that is informal, insightful, and encourages audience participation, make Communities of Interest (COIs) a part of your conference experience. COIs allow you to meet new people, discuss new ideas, and have an active role at the forefront of hot topics in I-O. There will be 11 outstanding Community of Interest (COI) sessions this year, specially designed to create new communities around common themes or interests. The sessions have no chair, presenters, discussant, or even slides. Instead, they are a casual discussion informally moderated by one or two facilitators with insights on the topic. These are great sessions to attend if you would like to meet potential collaborators, generate ideas, have stimulating conversations, meet some new friends with common interests, and develop an informal network with other like-minded SIOP members.

Executive Board Track

The Executive Board has added several thought-provoking sessions to the conference program, emphasizing topics identified by SIOP leaders to share with you and gather your input about key initiatives, partnerships, and advocacy efforts of the Society. These sessions have been carefully designed to address the needs of SIOP members. This year's Executive Board sessions include a conversation with SIOP leadership; in-depth and separate discussions of SIOP's partnerships with the International Labor Organization, SHRM, and various science advocacy groups; career studies of I-O psychologists; developments in I-O licensure; and a set of sessions focused on the work of the Alliance for Organizational Psychology (an international federation of work, industrial, and organizational psychology societies).

Closing Address

This year we are in for a very special treat. Geoffrey Colon, a business futurist and social media communications expert at Microsoft, will highlight and emphasize how branding can help us in our efforts to make connections and expand the reach of I-O psychology. We identify ourselves by many labels: our first names, our last names, titles, by the clothing that we wear, by the food that we eat, by where we work or where we teach. As we move more into a world that becomes rooted in the knowledge-based economy how does personal branding tie into promoting I-O psychology? How are we representing ourselves in ways that explain our discipline/subject matter expertise or through additional actions that truly signify our personal brand? In this presentation, Geoffrey will explain how to identify ourselves in the world of digital communications so that it benefits us personally and, importantly, helps increase our presence and promote our field to a broader audience. Mr. Colon has over 20 years of branding and communications experience. He has worked at Ogilvy & Mather and 360i, digital agency of the year for 2013. He has been cited in several articles as a subject matter expert on digital communications in *The Wall Street Journal*, *The Los Angeles Times*, NPR, and *Fast Company*.

Closing Reception

The closing reception following the closing address will be a celebration of the aloha spirit. All are welcome and encouraged to join us in sending this conference out on a high note. You don't want to miss this!

Final Thoughts

Creating this conference, as you would imagine, is a colossal volunteer effort. The SIOP conference is truly special. The conference is organized by members for members—we have over 1,500 volunteers involved in this effort! It is possibly one of the only conferences in the world that has roughly an equal number of academics and practitioners in attendance. It is in many ways the science–practice ideal. We have a lot to celebrate. Both of us are truly honored to have served SIOP as your Program and Conference chairs. We encourage SIOP members to consider volunteering for a SIOP committee, as it is a professionally rewarding way to provide service to our profession (and to have a lot of fun in the process).

We are also very dedicated to continually improving the conference each year. Please share with us, Dave Nershi (our executive director), and Kristen Shockley (incoming Program Chair) any feedback you have about the positive aspects of the conference or your suggestions for improvements.

Enjoy the conference!
Sincerely,

Robin Cohen
2014 SIOP Conference Chair
Johnson & Johnson

Evan Sinar
2014 SIOP Program Chair
Development Dimensions International (DDI)

29th ANNUAL CONFERENCE PROGRAM

Table of Contents

2014 Conference Partners.....	4
Exhibit Hall, Registration, Placement Center, and Reception Hours	5
29th Annual Preconference Workshops, Friday Seminars, and Other CE Sessions	6
SIOP 2014 Conference and Program Committee Members.....	7
PROGRAM	16
Thursday Schedule Grid	16
Thursday Content Index.....	18
Thursday Sessions	21
Friday Schedule Grid	70
Friday Content Index.....	72
Friday Sessions	75
Saturday Schedule Grid	134
Saturday Content Index.....	136
Saturday Sessions	139
Topic Index.....	190
Presenter Index.....	205
Hotel and Convention Center Maps	216

Hilton Hawaiian Village Waikiki Beach Resort
2005 Kalia Road
Honolulu, Hawaii 96815
Tel: 1-808-949-4321

Hawaii Convention Center
1801 Kalakaua Avenue
Honolulu, Hawaii 96815
1-808-943-3500

Directions to Hilton Hawaiian Village From Honolulu International Airport

Take H-1 Freeway East, to Honolulu. Once on the freeway, look for Waikiki directional signs and stay in the right lane. Exit onto Nimitz Highway. Stay on Nimitz Highway, which will change into Ala Moana Blvd., for about 15 minutes. You will pass Ala Moana Shopping Center on your left and Ala Moana Beach Park on your right. Go over a short bridge then watch for the Hilton Hawaiian Village sign on your right in about two blocks. Stay in the right lane. Turn right on Kalia Road (right after the sign - you'll see three bronze statues to your right as you round the corner). Go 200 feet, then turn right into the driveway. ALOHA! (Welcome!)

Directions From Hilton Hawaiian Village to the Hawaii Convention Center

Start out going north on Kalia Rd toward Ala Moana Blvd / HI-92 E. Turn slight right onto Ena Rd. Turn left onto Kalakaua Ave. The convention center will be on your right.

Questions? Visit the SIOP Hospitality Desk at the hotel or the convention center.



Complimentary shuttle busses will be available 6:45 AM to 4:30 PM Thursday and Friday, and 6:45 AM to 5:30 PM Saturday between the Hilton and the Convention Center. Buses at the Hilton will arrive and depart from the Tapa Bus Depot. Buses at the Hawaii Convention Center will arrive and depart from the Porte Cochere in front of the main lobby.

Access the searchable version of this program and the personal conference scheduler at <http://www.siop.org/programsearch>.

Persons with Disabilities: If you require special assistance, please inform the SIOP Administrative Office of any needs. We will endeavor to meet these requests. Please notify us as early as possible by calling (419) 353-0032 or emailing siop@siop.org.