

among leaders. Using latent class analysis, results suggested 4 derailment clusters provided the best fit to the data. These latent profiles present theoretically coherent patterns of associations with outcomes.

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142-22 Abusive Supervision and Psychological Capital: A Mediated Moderation Model

Embedded in a higher educational setting, this study examines the mechanism through which abusive supervision and team-member support interact to influence psychological capital with supervisor-student exchange mediating the interaction on psychological capital. Multiwave data collected from 222 graduate students in 6 Chinese universities support the mediated moderation model.

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142-23 Self-Verification and LMX Congruence: Does Seeing Eye-to-Eye Affect Motivation?

This study draws on self-verification theory to argue that (in)congruence between leader and subordinate perceptions of leader-member exchange has important consequences for employee work motivation and behavior. Results from a field study demonstrate support for the detrimental impact of LMX incongruence on work engagement and organizational citizenship behavior.

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142-24 Employer Perceptions, Preferences, and Hiring Practices of Military Personnel

Military personnel face many challenges competing for and transitioning into civilian jobs. A quantitative exploratory study was conducted to better understand employer perceptions, preferences, and hiring practices with regard to military personnel; and provide useful information to individuals charged with helping servicemen and servicewomen transition into civilian occupations.

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142-25 LMX Development: Integrating Implicit and Need to Belong Theories

Despite LMX theory's 40 year heritage, the question "How do LMX relationships develop?" continues to challenge scholars. A theoretical model is offered that interconnects implicit (leader, follower, and performance) and belongingness theories as the cognitive mechanisms guiding the LMX relationship.

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142-26 McGregor's Theories 50 Years Later: Valid Constructs or Pop Psychology?

This study investigated indirect effects of supervisor Theory X attitudes on subordinate OCB through subordinate Theory X attitudes about their supervisor and moderating organizational justice and workplace aggression effects using moderated mediation. Data from 210 supervisor-subordinate dyads over 2 waves supported the mediation model and the moderator interaction effects.

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142-27 Servant Leadership and Employee Well-Being: The Moderating Role of Motives

Relationships between servant leadership and employee job satisfaction and role overload, and the moderating role of employee motives, were examined. Results suggest that servant leadership contributes to job satisfaction and reduces overload. Furthermore, relationships between servant leadership and employee outcomes were generally stronger among employees with high selfless motives.

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142-28 Leadership Behaviors and Follower Health: A Meta-Analysis

The influence of leadership behaviors on followers' health and well-being is quantified using meta-analysis. Leadership behaviors, both effective and ineffective, are consistently related to follower health and well-being. In addition, ineffective leadership behaviors appear to explain more of the variance in follower health outcomes than effective leadership behaviors.

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142-29 Dysfunctional Leadership: Through the Eyes of the Beholders

In order to overcome the limitations of self-report Likert-based measures of dysfunctional leadership, a new multisource, single-response situational judgment tool was developed. Validation study results from a sample of managers demonstrate the promise of such an approach proposed to be used in the assessment and coaching of senior leaders.

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