



# The Organizational Psychology Projects End-of-semester Recap

## FALL 2012 STUDIES

### Energy & its Link to Discrimination Outcomes

This semester we designed and began collecting data for a study that examines personality, energy regulation, and energy capacity as predictors of gender discrimination outcomes. Preliminary results suggest that after the experience of gender discrimination, cognitive energy may be beneficial in reducing stress and performance detriments, emotional energy may have a positive influence on affect, and one's ability to maintain his or her baseline emotional energy store may be associated with higher performance, reduced stress, and more positive perceptions of fairness.

### Social Media Use in Organizational Selection Systems

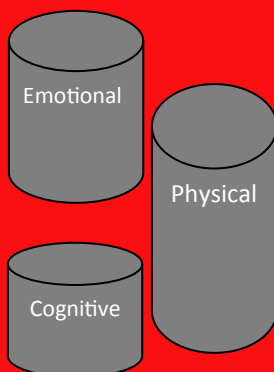
Technology is becoming much more commonplace, especially within organizations. For instance, social media is being used as a tool for recruitment, layoffs, selection, and employee monitoring. However, little research has examined the validity of this tool. Therefore, this semester we began designing a study that will examine whether perceptions of applicants based on Facebook evaluations are related to job performance, as well as other assessments frequently used in the selection process (e.g., cognitive ability & personality measures).



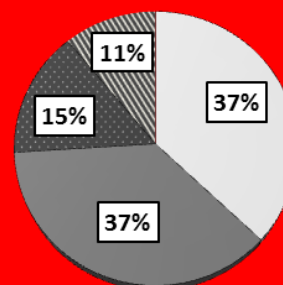
### LAB SPOTLIGHT

Results from the energy regulation study will be presented at the 10th international Work, Stress & Health conference in Los Angeles, CA!

Energy capacity refers to the size of individual cognitive, emotional, & physical energy stores. (See example on right.) Individuals can also differ in terms of how well they regulate each type of energy.



### % of Organizations Using Social Network Sites (SNS) for Applicant Screening



- Use SNS
- Don't use SNS
- Don't use SNS; against company policy
- Don't use SNS; plan to start

Gaspar, S. (2012). "Thirty-seven percent of organization use social media to research candidates," CareerBuilder.com.

## TYPICAL LAB ACTIVITIES

- ♦ Run study sessions
- ♦ Enter data
- ♦ Help design studies
- ♦ Find articles
- ♦ Discuss research
- ♦ Present findings
- ♦ Attend lab meetings
- ♦ & more!

## WHY JOIN A RESEARCH LAB?

1. It's a great opportunity to learn more about an area of interest to you in psychology.
2. You will develop skills that you can use in graduate school.
3. Research labs provide you with the opportunity to work closely with both undergraduate and graduate students, as well as faculty.
4. You can contribute to the field of psychology by running studies that help us better understand human behavior and cognition.



## FALL 2012 LAB RESEARCHERS



**Dr. Amber Schroeder** earned a Ph.D. in Industrial-Organizational Psychology from Clemson University in May 2012, after which she joined the WKU faculty as an assistant professor.



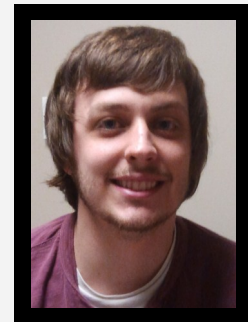
*"One of the best things about being a professor is getting to work one-on-one with students, and this research lab is a great venue for that. I encourage any student looking to gain more "hands-on" experience, learn more about a particular psychological discipline, prepare for graduate school, or who just wants to have some fun conducting research to get involved in one of the many research labs in the department."*

**Tessa Seidler** is pursuing a Master's Degree in Industrial/Organizational Psychology. She recently graduated from Western Kentucky University in 2012 with a B.A. in Psychology.



*"Working in the lab this semester has greatly added to my graduate education, and I am able to see how both our work contributes to the field of I/O and how my individual work fits into the research process. The environment is challenging and analytical, and I am continually improving and increasing my research skills. This experience has also been the most enjoyable one."*

**Cameron Lile** is a graduating senior majoring in psychology. He is planning on attending graduate school in Industrial/Organizational Psychology.



*"The greatest thing I have gotten from this lab is the experience of running experiments and the skills of finding and analyzing journal articles. These are two of the most important aspects of psychology and the things I have learned in this lab and the experience I have gotten in doing those things now will go a long way in preparing me for my career in the future."*

If you're interested in joining this lab, please email Dr. Schroeder at [amber.schroeder@wku.edu](mailto:amber.schroeder@wku.edu)