



The Organizational Psychology Projects End-of-semester Recap

FALL 2013 STUDIES

The Validity & Legality of 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. This semester we continued to collect data for a study examining the validity of evaluations, based on one's Facebook page, in relation to performance, personality, and other traditional forms of selection (e.g., interviews, cognitive ability test).

Court cases were also reviewed to assess the legality of organizations utilizing social networking websites in decision making processes, as the verdict is still out on its lawfulness.



Faking & Self-referencing Effects of Facebook

A new study was designed this semester to assess one's ability to manipulate a Facebook page to appear more or less desirable in organizational settings. This may have implications for employers, as information provided on Facebook profiles may be inaccurate or misleading.

Another study designed this semester will assess how self-referencing (i.e., comparing others to one's self) and profile characteristics impact evaluations of potential applicants based on Facebook profiles and résumés. The perceived value of Facebook profiles versus résumés in decision making will also be examined.

LAB SPOTLIGHT

Ariele Gatti's posters on work incivility were accepted at both the 2014 SIOP & SEPA conferences

Lorena Barnes, Kara Lengeman, & Abby Lewis were each awarded \$4,500 FUSE grants to support their research

Tessa Seidler's poster on legal issues in organizational Facebook use was accepted at the 2014 SIOP conference

Energy Regulation & its Link to Perceptions of Gender Discrimination

Data collection continued this semester to examine energy regulation, which refers to one's physical, emotional, and cognitive energy, as a predictor of gender-based discrimination.

Results indicated that increased cognitive energy reduces stress and increases positive affect, physical energy may positively influence affect and justice perceptions, and one's ability to maintain his or her baseline emotional energy store may be associated with higher performance and more positive perceptions of fairness.

FALL 2013 STUDIES (CONT.)

The Importance of Communication in Faculty-Student Interactions

Organizational communication has been positively linked to job performance and employee satisfaction. As professors and students have a relationship much like that of managers and employees, a study was designed to examine the impact of leader-subordinate communication in educational context. Namely, the objective of this longitudinal study is to determine whether faculty communication plays a role in student outcomes (i.e., stress, performance, satisfaction).

Examining Personality Traits as Predictors of Workplace Incivility

Data for an online survey assessing personality as a predictor of incivility perpetration by employees in both online and face-to-face contexts in the workplace were analyzed. Results demonstrated that perpetrators of incivility had higher levels of core self-evaluations, self-esteem, and emotional stability. Narcissistic individuals were more likely to engage in online incivility, especially when the recipient was of a different status (i.e., not their coworker).



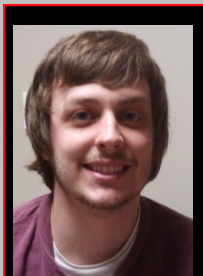
FALL 2013 LAB RESEARCHERS



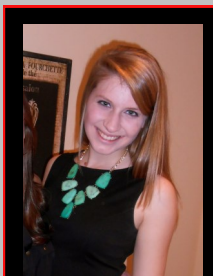
Assistant Professor
Dr. Amber Schroeder



Graduate Student
Tessa Seidler



Graduate Student
Cameron Life



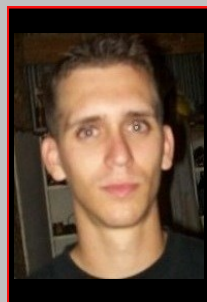
Senior
Ariele Gatti



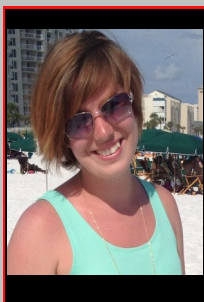
Senior
Lorena Barnes



Senior
Brittany Morrison



Senior
Rob Day



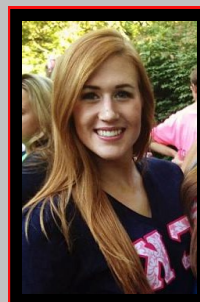
Junior
Kara Lengeman



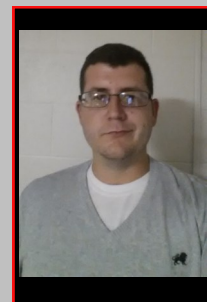
Junior
Abby Lewis



Junior
Zach Jones



Junior
Grace McCullough



Junior
Austin Bourland

If you're interested in joining this lab, please email Dr. Schroeder at amber.schroeder@wku.edu