



The Organizational Psychology Projects End-of-semester Recap

SPRING 2013 STUDIES

Should Organizations Use Social Media as a Employee Selection Tool?

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. This semester we began collecting data for a study that examines 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, interviews, & personality measures).



How Does Energy Relate to One's Reactions to Gender Discrimination?

This semester we continued to collect data for a study that examines personality, energy regulation, and energy capacity as predictors of gender discrimination outcomes. Results suggest that after the experience of gender discrimination, cognitive energy may be beneficial in reducing stress and positively impacting affect, physical energy may have a positive influence on 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.

How is Personality Related to Online Misbehavior at Work?

We also began collecting data for a new study to assess the relationship between personality (e.g., locus of control, self-esteem, neuroticism, self-efficacy) and negative workplace behaviors. Specifically, uncivil work behaviors were examined in both online and face-to-face contexts, and we examined which personality traits were predictive of the various forms of workplace incivility across contexts.

LAB SPOTLIGHT

Rob Day & Arielle Gatti made progress on their Spring 2013 FUSE grant (\$4,600 each) research projects

Kara Lengeman & Lorena Barnes were each awarded \$4,500 Fall 2013 FUSE grants for their ongoing research

Tessa Seidler was awarded Best Graduate Poster in her session at the 2013 WKU REACH Week conference

We'd like to give a big thank you to **Ivan Gan, Sarah Wilson, Zachary Jones, & Grace McCullough** for volunteering with us this semester!!

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.



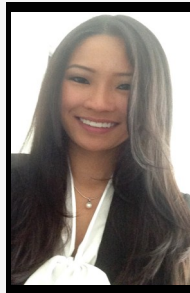
SPRING 2013 LAB RESEARCHERS



Dr. Amber Schroeder

Assistant Professor
Ph.D. in I/O
Psychology from
Clemson University

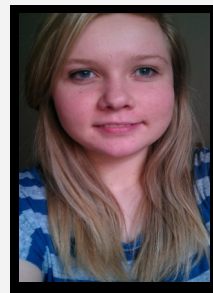
"One of the best things about being a professor is getting to work one-on-one with students, and this research lab is a great venue for that."



Tessa Seidler

Major: I/O Psychology
Class: Graduate student
Future plans: Work as a consultant or in corporate HR

"Working in the lab has greatly added to my graduate education. The environment is challenging and analytical, and I am continually improving my research skills."



Lorena Barnes

Major: Psychology
Class: Junior
Future plans: Attend graduate school in I/O Psychology

"Spending time in the lab this semester has been very enjoyable, and has given me a behind-the-scenes look into what conducting research in I/O Psychology is really like."



Rob Day

Major: Psychology
Class: Junior
Future plans: Attend graduate school in I/O Psychology

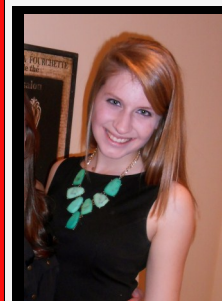
"The lab has been a great opportunity to see theories learned in other classes applied in a real world setting."



Kara Lengeman

Majors: Hospitality Management, Dietetics, & Religious Studies
Class: Junior
Future plans: Own a wedding & event planning business

"The lab has given me an interest in research and has been a great experience!"



Ariele Gatti

Majors: Psychology & Spanish
Class: Junior
Future plans: Attend graduate school after graduation

"What we learn in the lab I could have never learned in a classroom setting, and it only makes me feel more prepared for the future."

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