



# The Organizational Psychology Projects End-of-semester Recap

## Spring 2015 Studies

### Social Media Use in Organizational Selection Systems

With the increasing utilization of social media sites in hiring decisions and selection, it is necessary to determine if social media is a valid selection tool. Data collection continued this semester for a study designed to assess just that. Information was gathered from participants' social media sites, and the relationship between the assessment of this information and other previously validated selection methods will be examined. This information will also be compared to participants' actual job performance in order to determine if social media is a valid measure of employee performance.

### Examining Faking on Facebook Profiles

This semester, data analysis was conducted, further examining the validity of social media as a selection tool. Results indicated that job applicants possess the ability to change Facebook profiles in order to increase or decrease the likelihood of being hired. Additionally, participants who were more conscientious, agreeable, and those who managed impressions on their own Facebook pages were better at distorting the profile. These findings highlight a validity concern of using social media in selection, as job applicant profiles may have been distorted, and may not be an accurate depiction of the applicant.

## LAB SPOTLIGHT

**Emmy Fleming, Kara Lengeman, and Grace McCullough** were all accepted into I/O Master's Programs and will attend WKU, MTSU, and IUPUI, respectively.

**Grace McCullough** presented her research at the Kentucky Honors Roundtable and successfully defended her honor's thesis, passing with distinction.

**Lorena Barnes's** presented a research poster at the 2015 APS conference.

**Hana Nezirovic, Emmy Fleming, Hayden Hickey, and Lorena Barnes** presented posters during REACH week, and **Lorena** won for her session.

**Cameron Life** successfully defended his Master's thesis and graduated in May.

### The Role of Emotional Intelligence in Leadership Emergence

Data collection concluded for a study that examined the relationship between emotional intelligence and leadership emergence. The relationship between emotional intelligence and three different types of leadership was also investigated. The results show that those with high levels of emotional intelligence were more likely to emerge as a leader, as well as engage in transformational and transactional leadership. Those who were more likely to emerge as a leader were also more likely to engage in transformational and transactional leadership. Higher levels of emotional intelligence were also associated with lower levels of passive-avoidant leadership.

## Developing Studies

### Effects of Negative Salience on Perceptions of Job Applicants

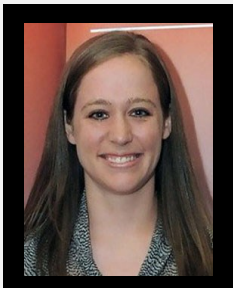
Increasingly, employers are looking at applicant Facebook pages to gather more information about applicants when making hiring decisions. Whereas some people choose to keep their Facebook profile clean and professional, others do not, which could impact opinions of that person. The goal of this study is to determine if negative information matters to hiring managers, and, if so, what the threshold is for when this negative information begins to impact the opinions of hiring managers, and therefore potential hiring decisions.

### Perceptions of Social Media in Employee Selection

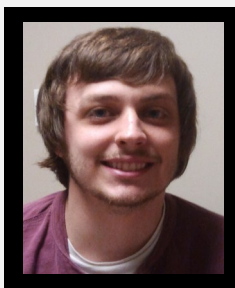
Whereas social media is increasingly used in selection procedures, applicants may not realize the prevalence of the use of Facebook and social media or the rationale behind the use of social media sites in selection. This developing study will examine perceptions of the use of social media in selection and collect information on variables that may impact these perceptions, including cognitive ability, work experience, education, and personality. A pilot study was conducted this semester, and data collection will begin in Fall 2015.



## Spring 2015 Lab Researchers



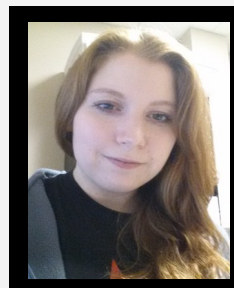
Assistant Professor  
Dr. Amber Schroeder



Graduate Student  
Cameron Lile



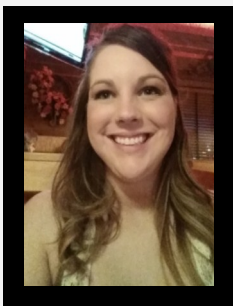
Graduate Student  
Lorena Barnes



Graduate Student  
Sarah Adams



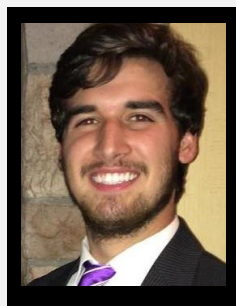
Senior  
Kara Lengeman



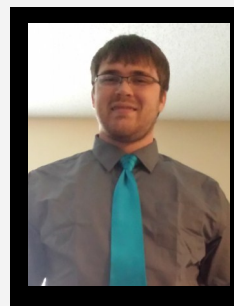
Senior  
Emmy Fleming



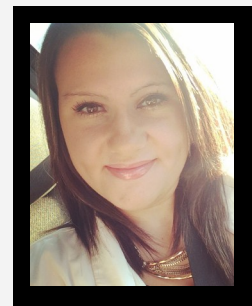
Senior  
Grace McCullough



Junior  
Hayden Hickey



Junior  
Quintin Lyttle



Junior  
Hana Nezirovic

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