

736. Poster: 8:30AM–9:20AM**Board 18****Why Do You Actually Want to Quit? Exploring Expressed Satisfaction and Turnover Intent**

This work explores potential discrepancies between job satisfaction and turnover intention data, and examines if qualitative or quantitative item formatting can affect participant responses. Data from a healthcare organization demonstrate that the relationship between job satisfaction and turnover intentions is dependent on how the item is formatted, either qualitatively and quantitatively.

Christina N. Falcon, University of South Florida
Benjamin S. Listyg, University of Georgia

Submitter: Christina N. Falcon, cbarnett1@mail.usf.edu

737. Poster: 8:30AM–9:20AM**Board 19****Inattentiveness on Cognitive Tests: Comparing IER and Person-Fit Metrics**

Survey researchers often try to identify inattentive participants by calculating insufficient effort response (IER) indices and examining the traits associated with IER. Authors extend this research to cognitive assessments, examining the convergence between IER indices typically applied to surveys and person-fit statistics traditionally applied to educational assessments.

Juliya Golubovich, Indeed
Christopher J. Lake, Kansas State University

Submitter: Juliya Golubovich, jgolubovich@gmail.com

738. Poster: 8:30AM–9:20AM**Board 20****Systematic Literature Searches: A Review, Evaluation, and Recommendations**

The literature search process is a crucial step in systematic reviews, yet little in the way of best practices exist for study identification in I-O psychology and management. To this end, authors reviewed search protocols used in recent systematic reviews published in top journals and evaluated the comprehensiveness of commonly searched databases by carrying out an original meta-analysis.

Michael B. Harari, Florida Atlantic University
Heather Parola, University of Evansville
Christopher J. Hartwell, Utah State University
Amy Riegelman, University of Minnesota

Submitter: Michael B. Harari, mharari@fau.edu

739. Poster: 8:30AM–9:20AM**Board 21****Comparing Dichotomous and Polytomous Items Using Item Response Trees**

This study compared dichotomous and polytomous items using item response trees. It was found that models based on dichotomous items explained similar amounts of variance in careless responding. In addition, scores from the dichotomous models related closer to the trait-level variance from the IR tree model.

Daniel Jenkins, Wright State University
David M. LaHuis, Wright State University
Tyler Ryan, Wright State University

Submitter: Daniel Jenkins, jenkins.257@wright.edu

740. Poster: 8:30AM–9:20AM**Board 22****The Utility of Penalized Regression in Model Creation**

The session will provide an overview of penalized regression at an intermediate level and will go into detail on 3 specific penalized regression techniques. Specifically, how application of these techniques can be applied to create more parsimonious models in cases where traditional linear regression would be used will be discussed and displayed through analyses on simulated data.

Merrill Levitt, University of Minnesota

Submitter: Merrill Levitt, merrilllevitt@gmail.com

741. Poster: 8:30AM–9:20AM**Board 23****A Short Primer on Conducting Longitudinal Studies With Amazon's Mechanical Turk and R**

This paper introduces a method for conducting longitudinal studies in MTurk using the R package "MTurkR." This paper explains how using the MTurkR package alleviates some of the challenges related to conducting

longitudinal MTurk studies. A brief primer on conducting longitudinal studies using MTurkR, including a link to supplemental slides, is described.

Sin-Ning Cindy Liu, Texas A&M University
Anjelica Marie Mendoza, Texas A&M University
Mindy E. Bergman, Texas A&M University

Submitter: Sin-Ning Cindy Liu, sinning.cindy.liu@tamu.edu

742. Poster: 8:30AM–9:20AM**Board 24****A Comparison of Four Methods to Analyze Case Law: Performance Appraisal as an Example**

This paper compares 4 methods for gleaning data from case law: mixed-method coding, conventional content analysis, grounded theory, and natural language processing. Overviews of each method are provided, using 5 cases that involve performance appraisals. Results from each method are provided and compared. Suggestions for when each method should be used are provided.

Anjelica Marie Mendoza, Texas A&M University
Sin-Ning Cindy Liu, Texas A&M University
Stephanie C. Payne, Texas A&M University
Sierra René Stryker, Texas A&M University
Seth Polsley, Texas A&M University

Submitter: Anjelica Marie Mendoza, am19@email.tamu.edu

743. Poster: 8:30AM–9:20AM**Board 25****To Check or Not to Check?: Attention Checks and MTurker Attitudes and Behavior**

With the increased use of MTurkers as convenience samples, and continued use of attention checks (ACQs), researchers must understand how MTurkers react to ACQs. Authors investigated how different quantities and types of ACQs impact MTurker reactions. Whether ACQs were used or not did not influence the examined reactions. However, characteristics of the ACQs (type and number) made a difference.

Alessa Natale, The Graduate Center CUNY & Baruch College
Kajal Rajan Patel, The Graduate Center and Baruch College, CUNY
Charles A. Scherbaum, Baruch College & The Graduate Center, CUNY
Alexandra Tumminia, The Chemistry Group

Submitter: Alessa Natale, anatale@gradcenter.cuny.edu

744. Poster: 8:30AM–9:20AM**Board 26****Moderation Testing in Organizational Research: Effect Sizes for Testing Interactions**

In a series of computer simulations, authors introduce a new set of effect sizes, dMod_Signed and dMod_Unsigned, for the estimation and interpretation of continuous moderation effects. Authors establish guidelines for their interpretation and argue for their improvement in stability and interpretation, as well as their ability to identify meaningful interactions over traditional approaches.

Jeffrey Olenick, Michigan State University
Christopher D. Nye, Michigan State University

Submitter: Jeffrey Olenick, olenickj@msu.edu

745. Poster: 8:30AM–9:20AM**Board 27****Examining the Impact of Survey Identification on Response Behavior**

Authors examined the impact of identified surveys on employee response behavior with data from 530 survey administrations. Employees completing identified surveys had more favorable ratings across items than those who took nonidentified surveys. Sensitive items had more favorable ratings than nonsensitive, but effects were small. This study is for an intermediate audience.

Justina M. Oliveira, Southern New Hampshire University
Peter J. Rutigliano, Mercer | Sirota

Charles A. Scherbaum, Baruch College & The Graduate Center, CUNY
Lise M. Saari, New York University/CUNY Baruch College

Submitter: Justina M. Oliveira, j.oliveira@snhu.edu

746. Poster: 8:30AM–9:20AM**Board 28****What Do These People Do? Demographics and Occupational Features of MTurk**

Comparing the workforce demographics of 3 MTurk samples to the U.S. labor force, differences suggest that white-collar professions are overrepresented. Other trends mirror prior research. Uniquely, in examining the occupational features that sampled, substantial variation in key variables (e.g., dealing with unpleasant or angry people, social skills) is found.

Colin Lee Omore, Louisiana Tech University
 Kathryn Daigle, Independent Contractor
 Christopher M. Castille, Nicholls State University
 Submitter: Colin Lee Omore, clo019@latech.edu

747. Poster: 8:30AM–9:20AM**Board 29****Building Representative Norms via Poststratification Weighting**

Authors propose an alternative approach to norms development: building via poststratification weighting. This approach is evaluated against "population" values via controlled simulation. Results demonstrate that poststratification weighting is effective in situations where samples are not proportionally representative of populations but potentially harmful if samples are reasonably representative.

Yang Yang, China Select
 John Kulas, Montclair State University
 Michael L. Morris, The Myers-Briggs Company
 Submitter: John Kulas, kulasj@montclair.edu

748. Poster: 8:30AM–9:20AM**Board 30****Planned Missingness: How to and How Much?**

Planned missingness can be implemented for survey studies to reduce respondent fatigue. In this simulation study using a large sample of Big 5 personality data, findings show that large sample sizes and low to moderate levels of missingness can help to maximize the effectiveness of full information maximum likelihood estimation in treating missing data in planned missingness survey designs.

Charlene Zhang, University of Minnesota
 Martin C. Yu, HumRRO
 Submitter: Martin C. Yu, myu@humrro.org

749. Symposium: 10:00AM–11:20AM**201-202****Got a Bad Reputation: Better Understanding Socially Undesirable Emotions**

Four papers examine a variety of socially undesirable emotions at work (i.e., schadenfreude, anxiety, anger, envy, and contempt). Each paper studies predictors, processes, and/or outcomes of undesirable emotions in different organizational contexts. This symposium contributes to the literature an understanding of undesirable emotions and offers practical advice for managing these emotions at work.

Yochi Cohen-Charash, Baruch College & the Graduate Center, **Chair**
 Paige R. Alenick, The Graduate Center & Baruch College, CUNY, **Co-Chair**
 Kaitlin Ann Busse, The Graduate Center/Baruch College, **Co-Chair**
 Soohyun (Ashley) Lee, The Graduate Center & Baruch College, CUNY, **Co-Chair**
 Kim S. Johnson, University of South Florida, Paul E. Spector, University of South Florida, Trieva A. Pelonero, University of South Florida, **A Qualitative Investigation Into Experiences of Schadenfreude in the Workplace**
 Carol Mindy Wong, George Mason University, Olivia M. Pagan, George Mason University, Lydia Craig, George Mason University, Jill Bradley-Geist, University of Colorado, Colorado Springs, Seth A. Kaplan, George Mason University, Gregory A. Ruark, U.S. Army Research Institute, **Newcomers' Emotions During Organizational Entry**
 Manuel F. Gonzalez, Baruch College & Graduate Center, CUNY, Paige R. Alenick, The Graduate Center & Baruch College, CUNY, Elliott C. Larson, Siena Consulting, Yochi Cohen-Charash, Baruch College & the Graduate Center, **"I Deserve This!" How Self- and Other Deservingness Affects Reactions to Envy**
 Maria Hamdani, University of Akron, Sorin Valcea, Cleveland State University, James M. Diefendorff, University of Akron, Debmalya Mukherjee, University of Akron, **Workplace Contempt: Nature, Regulation, and Outcomes**
 Alicia A. Grandey, Pennsylvania State University, **Discussant**
 Submitter: Kaitlin Ann Busse, kaitlinabusse@gmail.com

750. Panel Discussion: 10:00AM–11:20AM**203-204****Bolstering Inclusion: Why Difficult Conversations and Storytelling Matter**

As dialogue about diversity and diversity management has increased so has discourse on workplace inclusion, which goes beyond demographic diversity and focuses instead on the degree to which an employee feels and is included in critical organizational processes. Leaders must focus on both having difficult conversations and using storytelling to better understand the unique employee experiences.

Julie S. Nugent, Catalyst, **Chair**
 Erica L. Lizano, California State University, Fullerton, **Panelist**
 Ethan R. Burris, University of Texas at Austin, **Panelist**
 Emily Shaffer, **Panelist**

Submitter: Julie S. Nugent, julie2215@hotmail.com

751. Symposium: 10:00AM–11:20AM**402-403****Relational Aspects in Human Resource Management**

Managing human resources increasingly occurs as part of managers' daily tasks and unfolds in their interpersonal interactions with employees. This symposium brings together contributions that look at the relationship between managers and employees in the enactment of formal and informal HR practices.

Silvia Dello Russo, Toulouse Business School, **Co-Chair**
 Mariella Miraglia, University of Liverpool, **Co-Chair**
 Nicholas Ronald Clarke, Loughborough Business School, **Mutual Respect Between Line Managers and Their Employees**
 Paata Brekashvili, Caucasus University, Tanja R. Darden, Towson University, Lisa Schurer Lambert, Oklahoma State University, Ryan Currie, Abraham Baldwin Agricultural College, Greg F. Hardt, Xavier University, **How Promised and Actual Contributions Affect Managers' Satisfaction With Subordinates**
 Johannes M. Kraak, Toulouse Business School, Yannick Griep, Vrije Universiteit Brussel, Samantha D. Hansen, University of Toronto, **Reactions to Psychological Contract Breach: Buffering Effects of Friendly Customers**
 Payal Kumar, BML Munjal University, Manish Singhal, XLRI-Xavier School of Management, Indrajit Mukherjee, XLRI-Xavier School of Management, D. Israel, XLRI-Xavier School of Management, Stacy Blake-Beard, Simmons University, **Leader-Follower Personality Incongruence and Negative Mentoring Outcomes**
 Silvia Dello Russo, Toulouse Business School, Mariella Miraglia, University of Liverpool, **A Meta-Analysis of Supervisory Feedback Content and Delivery on Employee Responses**

Submitter: Silvia Dello Russo, s.dellorusso@tbs-education.fr

752. Community of Interest: 10:00AM–10:50AM**408-409****Combating Change Fatigue in Organizations**

In this COI, the group will discuss how to equip employees to navigate uncertainty and maintain resilience, engagement, and performance during periods of organizational transformations, including how employees can effectively articulate the strains of constant change back to leadership. Participants are encouraged to share their own experiences, research, and ideas.

Robin R. Cohen, Johnson & Johnson, **Host**
 Amy E. Crook, Belmont University, **Host**
 Eileen C. Toomey, Johnson & Johnson, **Coordinator**
 Submitter: Eileen C. Toomey, eileen.toomey@slu.edu

753. Symposium: 10:00AM–11:20AM**502-503****New Directions in Workplace Relationships Research**

Interpersonal relationships have been related to performance and occupational health outcomes, but examination of the variety and impact of interpersonal relationships has been limited. This symposium highlights 5 papers that intend to expand understanding of interpersonal relationships through examination of novel relationship types, boundary conditions, and social support outcomes.

Joseph Regina, University of Southern Florida, **Co-Chair**
 Tammy D. Allen, University of South Florida, **Co-Chair**
 Joseph Regina, University of South Florida, Tammy D. Allen, University of South Florida, Rachael Hope Pyram, Shayla Rianne Bianchi, University of South Florida, **The Timeline and Turning Points of Workplace Rivalry Relationships**
 Lillian T. Eby, University of Georgia, Melissa M. Robertson, University of Georgia, David B. Fecteau, University of Georgia, **Mindful Mentoring: A New Direction in Mentoring Research**
 Christine R. Smith, Morgan Stanley, C. Malik Boykin, Brown University, Kristen M. Shockley, University of Georgia, **The Role of Self-Disclosure in Improving Workplace Cross-Race Mentoring Outcomes**
 Lebona S. Varghese, Rice University, Lisa Finkelstein, Northern Illinois University, **An Investigation of Self-Efficacy Crossover Between Mentors and Protégés**
 Elizabeth Stillwell, University of Minnesota, Michelle K. Duffy, University of Minnesota, **The Role of Coworkers in Work Outcomes of Grieving Employees**
 Submitter: Joseph Regina, JosephRegina6795@gmail.com