Aniqa Hatem (PRESENTER); Chockalingam Viswesvaran (AUTHOR)

This study explored the impact of field dependence-independence (FDI) and fluid intelligence (Gf) on context effects, in the orderliness facet of conscientiousness. Results showed that orderliness scores were higher in the whole conscientiousness measure than just the facet-level scale, indicating a context effect, and higher Gf had a negative association with context effects.

Spilling Tea at the Water Cooler: A Meta-Analysis on Workplace Gossip (Poster - 110105)
Amy Wax (PRESENTER); Wiston Rodriguez (AUTHOR); Raquel Asencio (AUTHOR)

This paper presents a meta-analysis on the topic of workplace gossip. Results of analyses suggest that negative gossip is generally bad for workplace outcomes; specifically, negative gossip is shown to have a deleterious impact on stress, OCBs, and CWBs. Positive gossip, on the other hand, is shown to have a beneficial impact on perceptions of organizational justice.

The Incremental Value of Controlling for Covert Insufficient Effort Responding (Poster - 112414)
Ann-Marie Castille (PRESENTER); Christopher M. Castille (PRESENTER); Sandesh Sharma (PRESENTER)

Insufficient effort responding (IER) is a common concern in survey research. Methods of controlling for IER can be classified as overt (identifiable by respondents) or covert (unidentifiable). This study examines the relative impact of controlling for covert IER when overt-IER controls are in the survey design. Scale reliabilities and effect sizes changed negligibly by controlling for covert IER.

Samples in Applied Psychology: Less White, Less Male, and Less American (Poster - 112533)
Austin Cunningham (PRESENTER); Ana Kriletic (PRESENTER); Kate Conkey (PRESENTER); Thomas Quincy Wilmore (PRESENTER)

This review is a follow-up bibliometric study that examines sample characteristics and study design among Journal of Applied Psychology articles from the last decade, 2009-2019. This research provides a comparison to a previous study by Shen et al. (2011) and identifies the development of trends related to demographics, nationality, study design, and the use of MTurk for data collection.

Updating Blau's Job Search Behavior to Conform to 21st Century Job Search Tactics (Poster - 111799)
Michael J. Zickar (PRESENTER); Brent Anthony Stevenor (AUTHOR)

Authors updated Blau's (1994) job search behavior measure by removing outdated items and adding new items that measure modern day job search behaviors. The factor structure of the original measure was preserved, and the results suggest that active and preparatory job search behavior are conceptually and psychometrically distinct constructs, thereby improving upon the original measure.

Examining the Convergence of Alternative Short Form Development Methods (Poster - 112010)
Brent Anthony Stevenor (PRESENTER); Christopher M. Gallagher (AUTHOR); Samuel T. McAbee (AUTHOR); Andrew Samo (AUTHOR)

Authors examined 4 methods for developing a short form of the Big 5 Aspects Scale using classical psychometric and modern machine learning techniques. Although findings largely converged, some differences were found with respect to model fit, facet diversity, and balancing reverse-coded items. Strengths and weaknesses of each method for short form development are discussed.

A Cross-Cultural Study of the Negative Wording Factor in Multidimensional Scales (Poster - 112354)
Bo Zhang (PRESENTER); Jing Luo (AUTHOR); Yueyang Chen (AUTHOR); Brent Roberts (AUTHOR); Fritz Drasgow (AUTHOR)

This study found that (a) negatively worded items distorted the factor structure of the Big 5 Inventory-2 in non-English speaking countries, (b) there is a general negative wording factor across subscales, (c) modeling a negative wording factor improved the factor structure of the BFI-2, and (d) the general negative wording factor was consistently related to external variables.

Development of a Scale to Measure Willingness to Perform Dirty Work (Poster - 112468)
Bradley Pitcher (PRESENTER); Tara S. Behrend (AUTHOR)

"Dirty work" occupations have aspects of physical, social, or moral taint. Two studies construct and validate a scale to measure willingness to perform dirty work. Authors first introduce the theory of dirty work and explicate the construct measured by the scale.