Industrial-Organizational Psychology Lab

WKU **TOPPER**

The Organizational Psychology Projects End-of-semester Recap

Spring 2016 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.

Perceptions of Social Media Use in Employee Selection

Although social media is increasingly used in selection procedures, students may not realize the prevalence of the use of Facebook profiles in selection systems, nor may they understand the rationale behind the use of social media. This study examined student perceptions of social media use in selection and collected information on variables that may impact these perceptions, including cognitive ability, work experience, education, and personality. Data collection concluded this semester. The study found offering empathy and explanation for the use of social media in hiring reduced perceptions of injustice. Also, perceived justice corresponded to lowering the stress levels of applicants.

2016 REACH Week Conference: Sam Galbraith, Emily Martin, Sarah Adams, Andrew Rowland, and Jackie Cavanaugh

LAB SPOTLIGHT

- **Dr. Schroeder** presented a poster at the 2016 SIOP conference with **Sarah Adams** and **Hayden Hickey** as co-authors.

- **Sam Galbraith**, **Sarah Adams**, **Emily Martin**, **Jackie Cavanaugh**, **Hayden Hickey, Andrew Rowland** and **Alana Treon** presented posters at REACH week. **Emily** won her session.

- **Sam Galbraith** and **Sarah Adams** received graduate research grants. **Sam** was awarded $980, and **Sarah** was awarded $1057. **Sam** and **Sarah** also successfully defended their Master's theses and will graduate this semester.

- **Hayden Hickey**'s poster was accepted for the 2016 APS conference. **Hayden** successfully defended his honors thesis and won the Undergraduate Excellence in Research award for the Psych Sciences Dept. **Hayden** was also accepted at an I/O Ph.D. program at Auburn University.

- **Quintin Lyttle** and **Alana Treon** were accepted to Master's programs in I/O psychology at Montclair University and WKU, respectively.

Developing Studies

## Expatriate Narcissism on Cultural Adjustment and Global Leadership

With the increase in globalization around the world, many organizations are sending employees to work abroad as global leaders on organizational projects, these employees are called expatriates. Expatriate effectiveness is dependent on the employee's cultural adjustment to their new culture. The proposed study plans to investigate the relationship between expatriates' levels of narcissism, their cultural adjustment, and their overall leadership effectiveness.

## Professionalism and Social Media

For employers looking to hire new employees, the professionalism of an applicant is an important factor to consider. This study will develop a model of professionalism that will be used to create a professionalism self-assessment tool. This information will be used to determine the optimal method for evaluating applicant social media profiles in a manner that is valid, reliable, and accurate.

Spring 2016 Lab Researchers
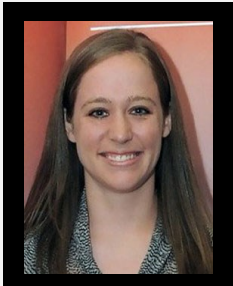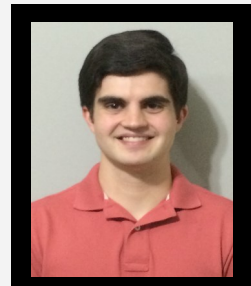
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Dr. Amber Schroeder
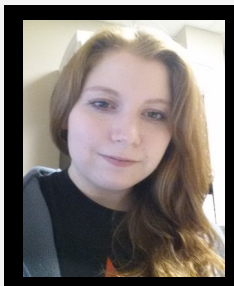
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Jackie Cavanaugh

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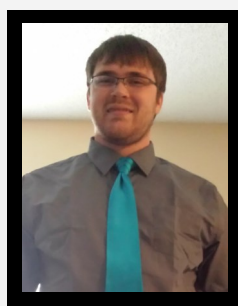
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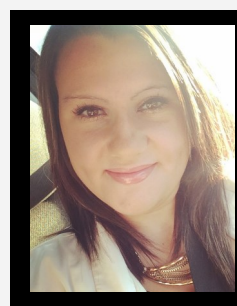
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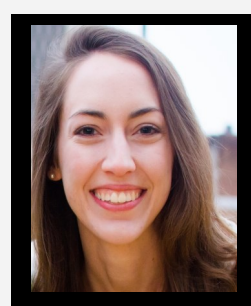
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If you're interested in joining this lab, please email Dr. Schroeder at amber.schroeder@wku.edu

Newsletter edited by Jackie Cavanaugh