



The Organizational Psychology Projects End-of-semester Recap

Studies in Progress

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 collection ended for a study that examined individuals' ability to distort a Facebook profile with the intent of faking as either a desirable or undesirable job applicant. Results suggest that individuals are able to distort a Facebook profile to make the applicant appear either better or worse than she really is. These results are useful, particularly as organizations continue to use Facebook and social media as hiring and screening tools. Organizations must recognize that the information gathered from social media and Facebook profiles may not be an accurate portrayal of the job applicant.

Developing Studies

Perceptions of Social Media in Employee Selection

Whereas social media is increasingly used in selection procedures, students may not realize the prevalence of the use of Facebook and social media or the rationale behind the use of these sites in selection. This developing study examines student perceptions of the use of social media in selection and collects information on variables that may impact these perceptions, including cognitive ability, work experience, education, and personality. Data collection is scheduled to begin in Spring 2015.

The Role of Emotional Intelligence in Leadership Emergence

Emotional intelligence is thought to be related to leadership effectiveness. However, research has not looked at the relationship between emotional intelligence and leader emergence. A study in development for the spring will examine possible links between the levels of emotional intelligence an employee has and the likelihood of that person emerging as a leader in a group. Using an applied sample, this study will also examine relationships between emotional intelligence and two different types of leadership: transactional and transformational leadership.

Developing Studies (continued)

Categorizing Rewards for a Meaningful Task

Data collection will begin in the spring for a study examining levels of effort put forth on a meaningful task when participants are rewarded. Participants will first participate in a résumé workshop. They will then be asked to correct a résumé based on what was learned in the workshop. Participants will then be allowed to select rewards based on their performance on the résumé correcting task. Reward type will vary by condition. Information will also be collected regarding each participant's personality, as well as demographic information.

Effects of Negative Salience on Perceptions of Job Applicants

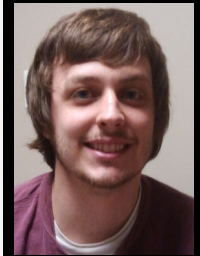
Increasingly, employers are looking at applicant Facebook pages to gather more information about applicants when making hiring decisions. While some people may keep their Facebook profile clean and professional, others do not. The goal of this study is to determine if negative information matters to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



Lab Researchers



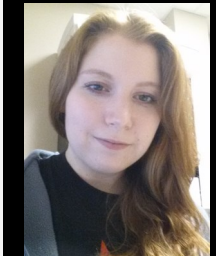
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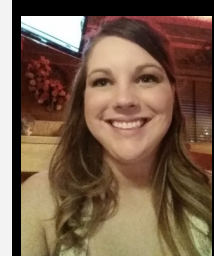
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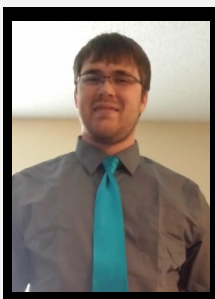
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Emmy Fleming



Senior
Grace McCullough



Junior
Hayden Hickey



Junior
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Hana Nezirovic



Freshman
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