Industrial-Organizational Psychology Lab

WKU

TOPPER

The Organizational Psychology Projects End-of-semester Recap

Fall 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.

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 and social media in organizational selection systems, nor may they understand the rationale behind the use of social media. This 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 currently ongoing and should conclude in the spring of 2016.

LAB SPOTLIGHT

Dr. Schroeder submitted a poster presentation proposal to the 2016 SIOP conference with **Sarah Adams** and **Hayden Hickey** as co-authors.

Hana Nezirovic and **Quintin Lyttle** submitted a research proposal for a FUSE grant.

Sam Galbraith successfully proposed his Master's thesis and received a grant in the amount of $980 to conduct his thesis research.

Hayden Hickey submitted a proposal for presentation at the 2016 APS conference.

Developing Study

Professionalism and Social Media

For employers looking to hire new employees, the professionalism of an applicant is an important factor to consider. As more employers turn to social media sites to evaluate applicants, it is critical to determine if these sites can be used to validly assess professionalism. Data collection will involve presenting employers with an example of a social media profile and instructions on how to rate the profile. 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.

Developing Study

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 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.

Why Join a Research Lab?

You can learn more about an area of psychology that interests you, gain valuable research experience, and develop skills necessary for graduate school!

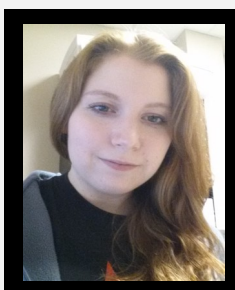## What do Research Assistants Do?

- Run study sessions
- Enter data
- Help design studies
- Find research articles
- Discuss research
- Present findings
- Attend lab meetings
- AND MUCH MORE!

Fall 2015 Lab Researchers
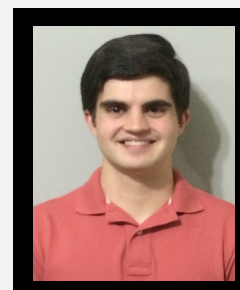

Assistant Professor Dr. Amber Schroeder
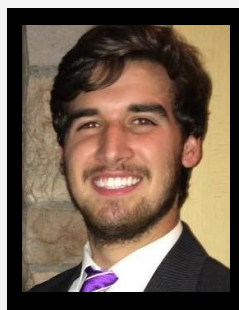

Graduate Student Sarah Adams

Graduate Student Sam Galbraith
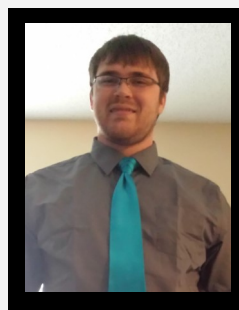

Graduate Student Emily Martin

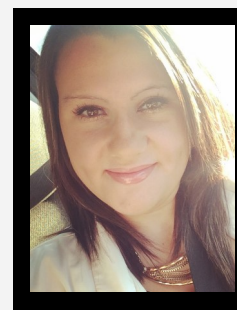**Graduate Student Andrew Rowland**

Graduate Student Jackie Cavanaugh

Senior Hayden Hickey

Senior Quintin Lyttle

Senior Hana Nezirovic

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