

CS present at research findings at SIOP

Over 3000 international industrial and organizational (I-O) psychologists and human resource experts participated in the 35th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), run online over June 16-30, 2020.

For the first time, we were delighted to have CS's Research Scientist, Yang Yang, presenting two peer-reviewed research articles. Research summaries are provided below:

Strategy for building representative norms

Representative norms are traditionally obtained via stratified sampling of larger distributions of data. Not all vendors or publishers have this luxury - some do simply not have access to large samples of respondents. An alternative strategy was proposed, post-stratification weighting, that is focused on the same goal: representative normative samples. Targeted simulations were created to test the efficacy of the weighting procedure. Findings indicate that the post-stratification weighting procedure may be especially helpful in situations where frames or large samples are not proportionally representative of populations of interest. This study was completed by Yang Yang (first author) China Select, Dr. John T. Kulas from Montclair State University, and Dr. Michael L. Morris from The Myers-Briggs Company.

Extraversion and leadership

Extraversion is one of the most consistent and effective personality traits that predicts leadership outcomes. The research proposed a moderated mediation model to explain the mechanism and boundary conditions of the positive effect of leader extraversion on team performance. Based on 226 team leaders, findings suggest that leader work engagement mediates the positive relationship between leader extraversion and team performance. In addition, leader goal clarity and leader process clarity, respectively, moderate the effect of leader extraversion on leader work engagement as well as the mediating effect of leader work engagement. This study was completed by Yang Yang (first author) China Select, Dr. Jun Zhang from Beijing Institute of Technology, Dr. Alice Che from Florida Institute of Technology (FIT), Sarah Jensen from FIT, and Tao Chen, China Select research intern.



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