



Department of Psychology
Psychology 739.13
Winter 07
Personality and Work Behaviour

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Location: A141

Course Objectives:

This seminar course is designed to familiarize students with theory and research on the general area of personality and its applications to I/O psychology. We will broadly cover basic issues in personality research such as the measurement and structure of personality, and discuss about implications in research and practice in the world of work. Throughout the course, emphasis will be placed on the critical evaluation of theory and research, as well as on their implications for practice in applied settings.

Evaluation:

Thought paper	15%
Exam	25%
Presentation	20%
Term Paper	25%
Participation	15%

Evaluation will be based on the following:

Thought Paper: 15%

Students will be required to prepare two 3-5 page (double-spaced) thought papers after reading the articles assigned for week 3.

Class Participation: 15%

Students are responsible for doing assigned reading and should be prepared to discuss regarding the materials.

Term Paper: 25%

Students will be required to write a paper on a topic of their choosing. The paper must address an issue of relevance to the course content. Students must consult with the instructor concerning the topic and the nature of the treatment. Among the options available are integrative/critical literature reviews and research proposals. The papers are due one week following the final class and should be approximately 15 - 20 double-spaced typed pages plus title page, abstract, references, tables, and figure.

In-Class Presentation: 20%

The 13th week of the course has been reserved for student presentations. These presentations will normally be based on research conducted for the term paper. Students are responsible for assigning readings one week in advance of their presentations and must consult at least once with the instructor prior to their presentation to discuss teaching the topic to the class, and leading class discussion. A list of potential topics is appended.

Exam: 25%

The format of the exam will be discussed.

Schedule

Week 1 Organizing meeting

Week 2 Psychometrics / Factor Analysis

Lee, K., & Ashton, M. C. (in press). Factor analysis in personality research. In R. W. Robins, R. C. Fraley, & R. Krueger (Eds.), *Handbook of Research Methods in Personality Psychology*.

Burisch, M. (1984). Approaches to personality inventory construction: A comparison of merits. *American Psychologists*, 39, 214-227. **(only 214 -216 if you are busy)**

McCrae, R. R., Zonderman, A. B., Costa, P. T., Jr., Bond, M. H., & Paunonen, S. V. (1996). Evaluating replicability of factors on the revised NEO personality inventory: Confirmatory factor analysis versus procrustes rotation. *Journal of Personality and Social Psychology*, 70, 552-566.

Reliability: Read any chapter about reliability

Week 3: Is personality real? Is personality useful in I/O?

Murphy, K. R., Dzieweczynski, J. L. (2005). Why don't measures of broad dimensions of personality perform better as predictors of job performance? *Human Performance*. 18, 343-357.

Hogan, R. (2005) In defense of personality measurement: New wine for old whiners. *Human Performance*. 18, 331-341.

Ones, D. S., Viswesvaran, C., & Dilchert, S. (2005). Personality at work: raising awareness and correcting misconceptions. *Human Performance* 18, 389-404.

Hough, L. M., & Oswald, F. L. (2005). They're right, well... Mostly right: Research evidence and an agenda to rescue personality testing from 1960s insights. *Human Performance*. 18, 373-387.

Barrick, M. R. & Mount, M. K. (2005). Yes, personality matters: Moving on to more important matters. *Human Performance*. 18, 359-372.

Hogan, R. Comments. *Human Performance*. 18, 405-407.

Week 4 Measurement Issue I: Who owns the personality ratings?

Funder, D.C., Kolar, D.W., & Blackman, M.C. (1995). Agreement among judges of personality: Interpersonal relations, similarity, and acquaintanceship. *Journal of Personality and Social Psychology*, 69, 656-672.

Kolar, D.W., Funder, D.C., & Colvin, C.R. (1996). Comparing the accuracy of personality judgments by the self and knowledgeable others. *Journal of Personality*, 64, 311-337.

Spain, J.S., Eaton, L.G., & Funder, D.C. (2000). Perspectives on personality: The relative accuracy of self vs. others for the prediction of behavior and emotion. *Journal of Personality*, 68, 837-867.

Mount, M. K., Barick, M. R., & Strauss, P. (1994). Validity of observer rating of the Big Five personality factors. *Journal of Applied Psychology*, 79, 272-280.

Week 5 Measurement Issue II: Social Desirability and Faking

Ones, D., Viswesvaran, C., & Schmidt, F. L. (1996). Role of social desirability in personality testing for personnel selection: The red herring. *Journal of Applied Psychology*, 81, 660-679.

Brrick, M. R., & Mount, M. K. (1996). Effects of impression management and self-deception on the predictive validity of personality constructs. *Journal of Applied Psychology*, 81, 261-272.

Paulhus, D.L. (1991). Measurement and control of response bias. In J.P. Robinson, P.R. Shaver, & L.S. Wrightsman (Eds.), *Measures of personality and social psychological attitudes* (pp.17-59). New York: Academic Press.

McCrae, R. R., & Costa, P. T. Jr. (1983). Social desirability scales: More substance than style.

Journal of Consulting and Clinical Psychology, 51, 882-888.

Week 6 Measurement Issue III: Social desirability and Faking:

Ross, J. G., Stecher, M. D., Levin, R. A., & Miller, J. L. (1998). The impact of response distortion preemployment personality testing and hiring decisions. *Journal of Applied Psychology*, 83, 634-644.

Jackson, D. N., Wroblewski, V. R., & Ashton, M. C. (2000). The impact of faking on employment tests: Does forced-choice offer a solution? *Human Performance*, 13, 371-388.
(SKIM)

Vasilopoulos, N. L., Cucina, J. M., Dyomina, N. V., Morewitz, C. L., & Reilly, R. R. (2006). Forced-choice personality tests: A measure of personality and cognitive ability? *Human Performance*, 19, 175-199.

McFarland, L. A. (2003). Warning against faking on a personality test: Effects on applicant reactions and personality test scores. *International Journal of Selection and Assessment*, 11, 265-276.

Hurtz, G. M., & Alliger, G. M. (2002). Influence of coaching on integrity test performance and unlikely virtues scale scores. *Human Performance*, 15, 255-273.

Week 7 General structural theory of personality I

McCrae, R. R., & John, O. P. (1992). An introduction to the Five-Factor Model and its applications. *Journal of Personality*, 60, 175-215.

Hurtz, G. M., & Donovan, J. J. (2000). Personality and job performance: The Big Five revisited. *Journal of Applied Psychology*, 85, 869-879.

Ones, D. S. & Viswesvaran, C. (1996). Bandwidth-fidelity dilemma in personality measurement for personnel selection. *Journal of Organizational Behavior*, 17, 609-626.

Paunonen, S. V. (1998). Hierarchical organization of personality and prediction of behavior. *Journal of Personality & Social Psychology*, 74, 538-556.

Week 8 General structural theory of personality I

Ashton, M. C., Lee, K., Perugini, M., Szarota, P., De Vries, R. E., Di Blas, L., Boies, K., & De Raad, B. (2004). A six-factor structure of personality-descriptive adjectives: Solutions from

psycholexical studies in seven languages. *Journal of Personality and Social Psychology*, 86, 356-366. **(skim)**

Ashton, M. C., & Lee, K. (in press). The HEXACO model of personality structure. In G. J. Boyle, G. Matthews, & D. Saklofske (Eds.), *Handbook of Personality Theory and Testing: Volume 1—Personality Theories and Models*. London: Sage.

Lee, K., & Ashton, M. C. (2006). Further assessment of the HEXACO Personality Inventory: Two new facet scales and an observer report form. *Psychological Assessment*, 18, 182-191. **(skim, just get yourself familiar with the HEXACO-PI)**

Lee, K., & Ashton, M. C. (2005). Psychopathy, machiavellianism, and narcissism in the Five-Factor model and the HEXACO model of personality structure. *Personality and Individual Differences*, 38, 1571-1582.

Lee, K., Ashton, M. C., Morrison, D. L., Cordery, J., & Dunlop, P. (submitted). *Examination of the HEXACO Personality Inventory in an applicant sample and in observer reports*.

Some selected issues

Week 9 Core self-evaluation & Emotional Intelligence

Core self-evaluation

Judge, T. A., Erez, A., Bono, J., & Thoresen, C. J. (2002). Are measures of self-esteem, neuroticism, locus of control, and generalized self-efficacy indicators of a common core construct? *Journal of Personality & Social Psychology*, 83, 693-710

Emotional Intelligence

Law, K., Wong, C.-Sum., Song, L. J. Law, K. S. (2004). The Construct and Criterion Validity of Emotional Intelligence and Its Potential Utility for Management Studies. *Journal of Applied Psychology*, 89, 483-496.

Palmer, B. R., Gignac, G., Manocha, R., & Stough, C. (2005). A psychometric evaluation of the Mayer-Salovey-Caruso Emotional Intelligence Test Version 2.0. *Intelligence*, 33, 285-305

Newsome, S. Day, A. L., & Catano, V. M. (2000) Assessing the predictive validity of emotional intelligence. *Personality and Individual Differences*, 29, 1005-1016.

** The following three articles will be read by one of you guys and the person will summarize the article for us.

Tunde Day, A. L., & Carroll, S. A. (2004). Using an ability-based measure of emotional intelligence to predict individual performance, group performance, and group citizenship behaviours. *Personality & Individual Differences*, *36*, 1443-1458.

Gary Brackett, M. A., Rivers, S. E. Shiffman, S., Lerner, N., & Salovey, P. (2006). Relating emotional abilities to social functioning: A comparison of self-report and performance measures of emotional intelligence. *Journal of Personality and Social Psychology*, *91*, 780-795.

Joshua Roberts, R. D., Schulze, R., O'Brien, K., MacCann, C., Reid, J., & Maul, A. Exploring the validity of the Mayer-Salovey-Caruso Emotional Intelligence Test (MSCEIT) with established emotions measures. *Emotion*. *6*, 663-669.

Week 10 Reading week – No class

Week 11 Integrity test

Ones, D. S., Viswesvaran, C., & Schmidt, F. L. (1993). Comprehensive meta-analysis of integrity test test validities: Findings and implications for personnel selection and theories of job performance. *Journal of Applied Psychology*, *78*, 679-703.

Sackett, P. R., & Wanek, J. E. (1996). New developments in the use of measures of honesty, integrity, conscientiousness, dependability, trustworthiness, and reliability for personnel selection. *Personnel Psychology*, *49*, 787-829.

Wanek, J. E., Sackett, P. R., & Ones, D. (2003). Towards an understanding of integrity test similarities and differences: An item-level analysis of seven tests. *Personnel Psychology*, *56*, 873-894.

Marcus, B., Lee, K., & Ashton, M. C. (in press). Explaining the relationship between integrity tests and counterproductive behavior using the HEXACO model of personality. *Personnel Psychology*.

Week 12 Dynamic criteria and Proactive personality

Dynamic criteria and predictive validity of personlaity

Helmreich, R. L., & Sawin, L. L., & Carsrud, A. L. (1986). The honeymoon effect in job performance: Temporal increases in the predictive power of achievement motivation. *Journal of Applied Psychology*, *71*, 185-188.

Stewart, G. L. (1999). Trait bandwidth and stages of job performance: Assessing differential effects for conscientiousness and its subtraits. *Journal of Applied Psychology*, *84*, 959-968.

Proactive Personality

Parker, S. K., Williams, H. M., & Turner, N. (2006). Modeling the Antecedents of Proactive Behavior at Work. *Journal of Applied Psychology, 91*, 636-652.

Crant, J. M. (1995). The Proactive Personality Scale and objective job performance among real estate agents. *Journal of Applied Psychology, 80*, 532-537.

Important Dates

The last day to drop this course and **still receive a fee refund** is January 19, 2007. The last day to withdraw from this course is April 13, 2007.