



Minnesota Professionals for Psychology Applied to Work

Upcoming Speaker

By Lisa Perez, VP Programs

THURSDAY, MAY 17TH:

Voluntary Turnover and Organizational Performance

Jason Shaw, Ph.D., Associate Professor, Carlson School of Management, Univ. of Minnesota

We are pleased that we will be hearing a presentation from Dr. Jason Shaw at the May MPPAW meeting. This presentation will focus on the relationship between voluntary turnover and organizational performance. Dr. Shaw will provide a brief overview of the field's accumulated knowledge about HRM systems and organizational turnover rates. Next, he will present and evaluate the various ways in which academics and practitioners have viewed the relationship between turnover and performance. Finally, he will close with a discussion of next steps in turnover research.



Jason Shaw received his Ph.D. in Organizational Behavior from the University of Arkansas in 1997. He is currently an associate professor in the Carlson School of Management at the University of Minnesota. In addition to employee turnover, his research interests include compensation decisions and person-environment congruence issues. He has published in the major journals of the field including *Academy of Management Journal*, *Journal of Applied Psychology*, *Personnel Psychology*, and *Organizational Behavior and Human Decision Processes*. He serves on the editorial boards of five journals including *Academy of Management Journal* and *Personnel Psychology*. He is currently serving on the Executive Committee of the HR Division of the Academy of Management and as co-chair of the HR Doctoral Student Consortium at the Academy of Management meetings in 2006 and 2007.



MPPAW Update

By Janis Houston, President

It's hard to imagine that there was a blizzard going on at the writing of the last MPPAW Newsletter (March). Thankfully, much of the snow had cleared by the time industry expert, Jim Beatty of PreVisor, gave his fascinating and insightful talk about unproctored internet testing. Jim always presents such a wonderful combination of up-to-the-minute facts and research data, and humorously-described anecdotal information about the topic. Thanks so much Jim!

Coming up this month, we have Jason Shaw, from Carlson School of Management, presenting on Voluntary Turnover and Organizational Performance, certainly a topic of great interest to both researchers and practitioners alike.

REMEMBER: WE ARE HAVING A PARTY JUNE 21ST

To introduce everyone to MPPAW's location for next year (and, let's face it, just to have a party), we are hosting a summer party on June 21st at Solera restaurant, 9th and Hennepin in downtown Minneapolis, 5:00-8:00 pm. We plan to enjoy cocktails and great food on Solera's wonderful rooftop lounge with, as Amy McKee put it in our last newsletter, "no speakers to interrupt our socializing." Please come join us for this opportunity to not only check out the new digs, but to get to know each other a bit better, do a little networking, and otherwise enjoy a summer evening.

And please, don't forget that the upcoming meeting is when we will vote on the roster of candidates for next year's MPPAW Board of Directors. If you have any interest in serving on the board for next year, please contact Amy McKee or myself **before** the May 17th meeting, or anytime after that if you're interested in serving in any of the various other roles that help to keep MPPAW running smoothly.

Hope to see all of you May 17th(and June 21st)!

February Presentation Recap

Summary prepared by Mathew Borneman, Co-Secretary

Unproctored Internet Testing (UIT):

The New Normal

Jim Beaty - Previsor

March's presentation gave us the opportunity to hear about a fascinating new area of research from one of the experts in the area. Previsor's Jim Beaty provided us with an introduction to the research on unproctored internet testing (UIT) as well as providing recommendations regarding its applications. Given current trends in technological usage, this is likely to be an important area of research for applied psychology.

The presentation began with an examination of how UIT is typically utilized today. After noting that companies are moving more and more towards internet-based recruiting practices (i.e., company websites, job boards), Dr. Beaty went on to define four categories of typical UIT usage: open, with no ID verification or supervision (which is not the recommended approach); controlled, where there is no supervisions but test takers are known and invited to take the test (though this can never be totally verified); supervised, where there is ID verification and some level of supervision; and proctored, where there is ID verification, proctoring by trained professionals, and usually conducted at a testing center.

After noting that a large proportion of companies are using UIT, he then asked for the opinion of the professionals in a position to recommend (or not) UIT. The vast majority agreed that while they were concerned about the prospect of cheating in UIT, they might be willing to assume the risks if there were substantial evidence that it works.

There is evidence that this is actually the case. Drawing on some data that were published in *Personnel Psychology*, it was noted that there were minimal mean and variance differences in cognitive ability scores over time as UIT becomes more prominent. Additionally, there were generally positive and moderate validities across a wide range of job performance criteria and organizational settings. While this is some compelling evidence, it is not sufficient to warrant the usage of UIT in most settings.

Organizational diversity is another important criterion; as such, it is necessary to examine the impact of UIT on recruiting and hiring rates of minority and female applicants. The results indicate that as the usage of UIT increases, there are sizable increases in the applicant pool for both minorities and females. Similar findings are seen in the hiring rates for different organizations. The only concern is that the applicant pool contains substantially fewer older individuals (over the age of 40) that it did before the influx of UIT, prompting a recom-

mendation that organizations pay careful attention to recruit and encourage older applicants to apply.

Moving on to discuss the situations where cheating is more likely, Dr. Beaty noted that when there is an easily identifiable testing process, when there is little to no penalty for cheating, and when there are relatively high stakes with regards to the test (test is a hurdle for hiring, promotion, etc.), there is an increased likelihood that the applicants will cheat on the UIT. One recommendation provided to defend against this problem is to design the system to include a single point of entry, where all applicants must go through the same system which collects information and allows only one test administration. Additionally, warnings against cheating should be made in order to decrease the likelihood it will happen. Another very important recommendation is that UIT should be followed by proctored testing at a testing center where the identity of the applicant can be confirmed; this will help weed out those who cheated in the initial online administration, yet would not pass the test under honest conditions. Finally, as always, test validity should be monitored and updated over time; this becomes increasingly important as UIT becomes more prevalent.

Given that UIT is becoming more prevalent in companies today, it is becoming increasingly important to examine its utility. While it is showing remarkable promise in its current operational usage, more research needs to be conducted.

Member Profiles

By Janette Donovan, Co-Secretary

The Spotlight is on...

King Yii Tang (or Lulu, as most people know her) is an I/O Psychology graduate student at St. Cloud State University. A native of Malaysia, she moved to the U.S. to pursue her education at Bemidji State University. While taking an introductory I/O Psychology course there, Lulu realized her interest in finding solutions to workplace problems and decided to pursue a Master's degree in I/O Psychology.



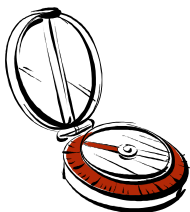
Deciding which graduate program to attend was not a hard task for Lulu. Her goal was to remain in Minnesota (unlike some of us, Lulu actually enjoys the long and cold winters!) and stay in close proximity to Bemidji. She contacted the faculty at St. Cloud State, who she found to be very friendly and helpful. Lulu was pleased with the courses offered at St. Cloud State,

and was happy with the length of the program. She was also offered a great research assistantship which she could not refuse!

Lulu credits her professors at St. Cloud State as the most influential people who are shaping her interest in I/O Psychology at this time. She enjoys working with them because they are data driven and use statistics to make final judgments. Through her work with the faculty at St. Cloud State, she has learned about the psychological theories and techniques underlying personnel selection, training, and organizational development. Lulu has also learned a lot about statistics and research methodology, which have been very useful to her since she enjoys conducting research.

Lulu is currently working with Dr. Jody Illies in completing her Master's Thesis, titled "The effects of facial attractiveness, resume quality, and self-monitoring on selection decisions." Lulu is looking forward to graduating this month, and beginning her internship with Lominger International this summer. She is interested in working in the areas of research design, data analysis and management, personnel selection, training and development. Lulu would like to dedicate herself to working in an applied setting for a few years, and pursue a Ph.D. in I/O Psychology in the future.

Lulu became a member of MPPAW in January of this year. Since then, she has enjoyed learning new information about the field of I/O Psychology by listening to the presentations and talking to members. When Lulu has some free time, she enjoys reading and listening to music. She also enjoys gardening, traveling, and dancing. Oh, and if you happen to be looking for someone to play badminton or table tennis with, be sure to talk to Lulu at this month's MPPAW meeting!



Don't Get Lost!

Changed jobs? New e-mail address?

Remember to tell us if your contact information changes so we can keep you in touch with MPPAW – and vice versa! Contact our VP of Membership (membership@mppaw.org) with any changes.

Announcements

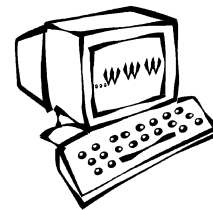
By Justin Bethke, VP Communications

Social Hour

Attention MPPAW members! As usual, everyone is invited to the official MPPAW Social Hour. We will be meeting at Applebee's, just a short walk from the McNamara building (take a right from the front of the building, less than a block). Feel free to join us for food and drinks (no promises on stimulating conversation).

Website

Many updates have recently been made to the MPPAW website (www.mppaw.org). Visit the site to view updated pictures of recent meetings and be sure to check out the additions to our employment announcements



Format of Meetings

Immediately prior to the monthly meeting, the Board of Directors holds a meeting to discuss MPPAW business. The formal meeting begins at 5:30 p.m. with a social hour, followed by the presentation at 6:20 p.m. The meeting concludes by 8:00 p.m. A fee of \$10.00 per MPPAW member and \$20.00 per non-member (\$5.00 and \$15.00 for students) covers food at the social hour, as well as the costs associated with the presentation that evening.

Our location is the McNamara Alumni Center on the east bank of the University of Minnesota. To find the meeting, check the small signs outside of each room, or ask at the registration desk.

DIRECTIONS to McNAMARA ALUMNI CENTER

Directions below are to the University Avenue Ramp. Once inside the ramp, take elevator to tunnel or street level. Follow signs to the alumni center – the copper building adjacent to the ramp.

From the north, heading south on 35W

Take Exit #18, 4th St-University Ave exit. Cross Fourth Street SE; turn left on University Ave SE. Drive 9 blocks to the University Avenue Parking Ramp on right side of street.

From the south, heading north on 35W

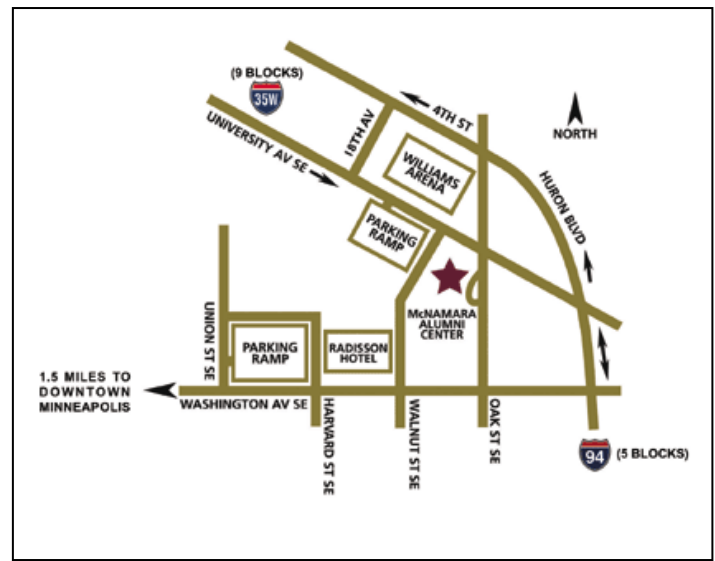
Take Exit #18, 4th St-University Ave exit. Keep right at fork in ramp and merge onto University Ave SE. Drive 9 blocks to the University Avenue Parking Ramp on right side of street.

From the east or west on I94

Take U of M/Huron Boulevard Exit #235B. Follow Huron Boulevard two blocks to Washington Avenue and turn left. Turn right at Oak Street (second light). Turn left on 4th Street (one-way). Turn left on 18th Avenue. Turn left on University (one-way). Drive 1-1/2 blocks to University Avenue Parking Ramp on right.

From downtown Minneapolis

Take 4th Street east – 4th Street becomes Washington Avenue. Follow directions from Washington Avenue above.



PARKING

- An underground tunnel connects the Center to the adjacent University Avenue Parking Ramp. The ramp is located northwest of the Center. The ramp charges \$2.50 per hour.
- A second tunnel connects the Center to the Radisson Hotel that is adjacent to the Washington Avenue Parking Ramp. The ramp charges \$2.50 per hour.
- Metered street parking is available along Oak and Walnut Streets.
- Two handicapped parking spaces are available at the Center's entrance on Oak Street.

MPPAW Website: www.mppaw.org

© Copyright 2006, Minnesota Professionals for Psychology Applied to Work (MPPAW). MPPAW encourages other groups to reprint articles from the MPPAW Newsletter, provided that credit is given to the author(s) and to the MPPAW Newsletter. All statements expressed in this newsletter are those of the authors and do not necessarily reflect the official opinions or policies of the Minnesota Professionals for Psychology Applied to Work, MPPAW. Contact Jenny Merriam, VP Communication for information to be included in this newsletter.