The Psychology of Work Theoretically Based Empirical Research

Edited by

Jeanne M. Brett Northwestern University

Fritz Drasgow University of Illinois at Urbana-Champaign

Psychology Press

Taylor E. Francis Croup

New York London

Contents

Foreword Arthur P. Brief and James P. Walsh	xi
Introduction Jeanne M. Brett and Fritz Drasgow	xiu
PART I: THE HULIN LEGACY	1
1 Lessons From Industrial and Organizational Psychology Charles L Htrfin	3
2 Back to the Same Place, for the First Time? The Hulin Family Tree <i>Timothy A. Judge</i>	23
PART II: RESEARCH ON THE PSYCHOLOGY OF WORK	51
Section A: Conceptualization of Psychological Constructs	53
3 The Scientific Merit of Valid Measures of General Concepts: Personality Research and Core Self-Evaluations Timothy A. Judge, Joyce E. Bono, Amir Erez, Edwin A. Locke, and Carl J. Thoresen	55
	vii

vni CONTENTS

4	The Ubiquity of Evaluation: A Hulinesque Essay , <i>Howard M. Weiss and Daniel R. llgen</i>	79
5	Motivation to Work in Cross-Cultural Perspective Many C. Triandis	101
Sec	tion B: Antecedents and Outcomes of Satisfaction	119
6	Are Men Affected by the Sexual Harassment of Women? Effects of Ambient Sexual Harassment on Men Wendy L. Richman-Hirsch and Theresa M. Glomb	3 21
7	The Impact of Job Insecurity on Employee Work Attitudes, Job Adaptation, and Organizational Withdrawal Behaviors <i>Tahira M. Probst</i>	141
8	The Legacy of Charles Hulin's Work on Turnover Thinking and Research <i>Peter Horn</i>	169
9	Turnover: An Integration of Lee and Mitchell's Unfolding Model and Job Embeddedness Construct With Hulin's Withdrawal Construct Chris J. Sablynski, Thomas W. Lee, Terence R. Mitchell, James P. Burton, and Brooks C. Holtom	189
10	Emotional Reserve and Adaptation to Job Dissatisfaction Howard E. Miller and Joseph G. Rosse	205
Sec	tion C: Modeling Organizational Behavior	233
11	Exploring Patterns of Aggressive Behaviors in Organizations: Assessing Model-Data Fit Theresa M. Glomb and Andrew G. Miner	235
12	Investigating Self-Presentation, Lies, and Bullshit: Understanding Faking and Its Effects on Selection Decisions Using Theory, Field Research, and Simulation **Robert A. Levin and Michael J. Zickar	253

CONTENTS	ix
----------	----

13 Models of Organizational Withdrawal: Information and Complexity Steven T. Seitz and Andrew G. Miner	277
Author Index	315
Subject Tndex	323