GRA 2203 Psychological Measurement and Individual Differences



1

Cooper, C. Individual differences and personality. (Hodder Education, 2010).

2.

Aguinis, H., Henle, C. A. & Ostroff, C. Measurement in work and organizational psychology. in Handbook of industrial, work and organizational psychology: Vol. 1: Personnel psychology 27–50 (Sage, 2001).

3.

Drasgow, F. Intelligence and the workplace. in Handbook of psychology: Vol.12: Industrial and organizational psychology (eds. Borman, W. C., Ilgen, D. R. & Klimoski, R. J.) 107–130 (Wiley, 2003).

4.

Fiske, S. T. Core social motivations: Views from the couch, consciousness, classroom, and collectives. in Handbook of Motivation Science 3–27 (Guilford Publications, 2007).

5.

Fleenor, F., J. W. & Taylor, S. The assessment of creativity. in Comprehensive handbook of psychological assessment: Vol 4: Industrial and organizational assessment (ed. Thomas, J. C.) vol. Vol 4 75–84 (John Wiley, 2004).

6.

Martinsen, Ø., Kaufmann, G. & Furnham, A. Cognitive style and creativity. in Encyclopedia of creativity: 1: A-I (eds. Runco, M. A. & Pritzker, S. R.) 1-8 (Academic Press, 2011).

7.

Brahma, S. S. Assessment of Construct Validity in Management Research. Journal of Management Research (09725814) **9**, 59–71 (2009).

8.

Deci, E. L. & Ryan, R. M. The general causality orientations scale: Self-determination in personality. Journal of Research in Personality **19**, 109–134 (1985).

9.

Digman, J. M. Personality structure: Emergence of the five-factor model. Annual Review of Psychology **41**, 417–440 (1990).

10.

Drasgow, F., Chernyshenko, O. S. & Stark, S. 75 Years After Likert: Thurstone Was Right! Industrial and Organizational Psychology **3**, 465–476 (2010).

11.

Hulleman, C. S., Schrager, S. M., Bodmann, S. M. & Harackiewicz, J. M. A meta-analytic review of achievement goal measures: Different labels for the same constructs or different constructs with similar labels? Psychological Bulletin **136**, 422–449 (2010).

12.

Judge, T. A., Colbert, A. E. & Ilies, R. Intelligence and Leadership: A Quantitative Review and Test of Theoretical Propositions, Journal of Applied Psychology **89**, 542–552 (2004).

13.

Judge, T. A., Rodell, J. B., Klinger, R. L., Simon, L. S. & Crawford, E. R. Hierarchical representations of the five-factor model of personality in predicting job performance:

Integrating three organizing frameworks with two theoretical perspectives. Journal of Applied Psychology **98**, 875–925 (2013).

14.

Judge, T. A., Simon, L. S., Hurst, C. & Kelley, K. What I experienced yesterday is who I am today: Relationship of work motivations and behaviors to within-individual variation in the five-factor model of personality. Journal of Applied Psychology **99**, 199–221 (2014).

15.

Judge, T. A. & Zapata, C. P. The Person-Situation Debate Revisited: Effect of Situation Strength and Trait Activation on the Validity of the Big Five Personality Traits in Predicting Job Performance. Academy of Management Journal **58**, 1149–1179 (2015).

16.

McClelland, D. C., Koestner, R. & Weinberger, J. How do self-attributed and implicit motives differ? Psychological Review **96**, (1989).

17.

Marshall, M. B., De Fruyt, F., Rolland, J.-P. & Bagby, R. M. Socially desirable responding and the factorial stability of the NEO PI-R. Psychological Assessment **17**, 379–384 (2005).

18.

Ones, D. S. Personality at Work: Raising Awareness and Correcting Misconceptions. Human Performance 18, 389–404 (2005).

19.

Salgado, J. F., Anderson, N. & Tauriz, G. The validity of ipsative and quasi-ipsative forced-choice personality inventories for different occupational groups: A comprehensive meta-analysis. Journal of Occupational and Organizational Psychology 88, 797–834 (2015).

20.

Schultheiss, O. C., Yankova, D., Dirlikov, B. & Schad, D. J. Are Implicit and Explicit Motive Measures Statistically Independent? A Fair and Balanced Test Using the Picture Story Exercise and a Cue- and Response-Matched Questionnaire Measure. Journal of Personality Assessment **91**, 72–81 (2009).

21.

Barsade, S. G. & Gibson, D. E. Why Does Affect Matter in Organizations? Academy of Management Perspectives **21**, 36–59 (2007).

22.

de Vries, R. E. Personality predictors of leadership styles and the self-other agreement problem. The Leadership Quarterly **23**, 809-821 (2012).

23.

Føllesdal, H. & Hagtvet, K. Does emotional intelligence as ability predict transformational leadership? A multilevel approach. The Leadership Quarterly **24**, 747–762 (2013).

24.

Hudson, N. W. & Fraley, R. C. Volitional personality trait change: Can people choose to change their personality traits? Journal of Personality and Social Psychology **109**, 2015–507 (2015).

25

O'Boyle, E. H., Humphrey, R. H., Pollack, J. M., Hawver, T. H. & Story, P. A. The relation between emotional intelligence and job performance: A meta-analysis. Journal of Organizational Behavior **32**, 788–818 (2011).

26.

Soto, C. J. & John, O. P. The next Big Five Inventory (BFI-2): Developing and assessing a hierarchical model with 15 facets to enhance bandwidth, fidelity, and predictive power. Journal of Personality and Social Psychology **113**, 117–143 (2017).

27.

Dyer, N. G., Hanges, P. J. & Hall, R. J. Applying multilevel confirmatory factor analysis techniques to the study of leadership. The Leadership Quarterly **16**, 149–167 (2005).

28.

Conway, James MHuffcutt, Allen I. A review and evaluation of exploratory factor analysis practices in organizational research. Organizational Research Methods $\bf 6$, 147–168.