

Student Research Project Overviews

The Hogan Research team collaborates with graduate students and professors around the world on research activities involving Hogan assessments. Given our longstanding ties and support of the academic community, Hogan is committed to providing ongoing support for student researchers as they work toward completing their degrees.

Hogan partnered with professors from the University of Tulsa, Oklahoma State University and the University of Wisconsin-Milwaukee as well as with students affiliated with such institutions as the University of Missouri-St. Louis, University of Nottingham (United Kingdom), Auckland University (New Zealand) and the Florida Institute of Technology.

Eric Hoogstra, working on his dissertation at Capella University, used the Motives, Values, Preferences Inventory (MVPI) to investigate the values that cause individuals to serve on non-profit health and human services board. His findings could be useful when hiring future board members.

Mark Whittle, at the University of Nottingham (UK), conducted a study examining the predictive validity of Hogan Personality Inventory for sales performance of a large franchiser in the UK. Whittle's research conclusions "suggest that there are some very obvious links between personality and sales performance in this sample."

Jessica Deslauriers, a Ph.D. student at the University of Missouri St. Louis, compared web-based and paper-and-pencil personality testing for her thesis research. The goal of her study was to replicate previous findings and show web-based testing produces better psychometric properties. Using archival HPI data, she was unable to find support for her hypotheses. In contrast to previous research, this study suggests both testing methods may be comparable.

Also using the HPI, Tomer Gotlib from the Florida Institute of Technology, studied the impact of self-regulatory resource depletion and personality on dishonest behavior. He found participants low on integrity and dispositional self-control demonstrated higher levels of dishonest behavior. This suggests personality does not act as a buffer against depletion effects, leading Gotlib to suggest that dishonest behavior at work may be due more to the workplace than personality.

Steve Nichols, from Missouri State University, worked with colleagues to create a selection battery for a large company. A series of analyses (e.g., work with subject matter experts, analysis of the knowledge, skills and abilities needed) determined the essential components of work effectiveness at the company. Although different selection batteries were developed for each department, the HPI was an integral component of the selection battery and predicted job performance across the company.

These are just a few examples of what is currently being done with our assessments in the academic world. We encourage students to design future studies with our assessments in mind and will continue building upon the science of personality through these practitioner-academic interactions.