2015 Q1 Article Review

Here's the rundown of potentially interesting and useful articles from the first quarter of 2015:

- Kong et al. found that team member satisfaction predicted team performance when average agreeableness was low, but the two were unrelated when average agreeableness was high.
- Although Cheung & Lun found that various attempts to consciously regulate one's emotions at work might decrease job satisfaction, Hulsheger et al. found that many of those same strategies can increase customer satisfaction.
- Along those same lines, Joseph et al. found that the predictive validity of EI is largely due to overlap with other measures, such as FFM personality.
- And last up in relation to EI, Lerner et al. provide a thorough review of research examining the impact of emotions on decision making.
- Owens et al. show that leader narcissism can have positive effects on follower ratings and behaviors when also counterbalanced by humility.
- Morris et al. explores when expert judgment in interpreting assessment results can improve prediction beyond just relying on empirical scores.
- Munyon et al. examine the impact of political skills on a variety of individual and work-related outcomes.
- As many journals push for more elaboration around methods, here are two useful new references: Bernerth & Aguinis outline best practices for using control variables and Bosco et al. provide benchmarks for correlation coefficients.
- Rojon et al. highlight the importance of examining specific performance areas in criterion-related validity studies rather than just focusing on overall performance.
- Pohler & Schmidt show that manager bonuses may strain relationships with employees if not offset by incentives for treating employees well.
- Boyce et al. found that prolonged periods of unemployment can influence how a person responds on a FFM assessment.
- Hamby & Ickes found that short simple personality items result in higher scale reliability than longer, more complex items.
- Oc et al. offers interesting insight into how direct feedback from subordinates may help shape leader behaviors.

As always, please send me any other articles I might have missed.

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