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Editorial Board Member

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Background

My research interests span three management areas:

- Human Resource Management
- Organizational Behavior
- Research Methods
Research Interests in HRM

• Within Human Resource Management (HRM), my research interests include personality testing in HR selection.
  – Primarily, I’m interested in how the psychometric structure of personality is influenced by faking. The validity of personality tests is also an interest of mine. Examples of my publications in this area include:
Research interests in HRM...

• More publications in personality:
Research interests in HRM...

• More publications in personality:
Research interests in HRM...

• I’m also interested in situational judgment testing (SJT) for HR selection. Specifically, I’m interested in how the validity of SJTs can be influenced by applicant faking and the extent to which ethnic and sex differences exist in SJTs. Examples of publications in this area include:

Research interests in HRM...

• More publications in SJTs:
Research interests in HRM...

• Editorials in HR selection:
Research interests in HRM...


Research in Organizational Behavior

• Within the field of organizational behavior, I am interested in how impression management and social capital play a role in personnel selection as well as teamwork. Examples of my publications in this area include:


Research in OB...

• I am interested in investigating what drives entrepreneurs to establish their businesses. For example, I looked at personal values as predictors of entrepreneurial survival and success.

• An example of a publication in this area is:
Research in OB...

• I’m also interested in business ethics education. Specifically, I want to know how ethics education plays a role in shaping ethical intent and ethical behavior. Examples of my publications in this area include:

Research in OB...

• More publications in business ethics education:
Research in OB...

• Recently, I have expanded my research interests to include hybrid/on-line teaching.
• This interest originates from my teaching, which has shifted to hybrid and on-line teaching over the past 5 years.
• I’m interested in examining how student learning is influenced by hybrid and/or on-line teaching compared to a traditional face-to-face classroom teaching.
  – Specifically, I looked at the role of self-regulation in predicting which students will be more successful in on-line/hybrid learning vs. face-to-face learning.
• Examples of publications in hybrid/on-line learning includes:
Research in Statistical Methods

• I’m interested in research synthesis. Specifically, I’m interested in conducting meta-analyses to synthesize research using primary studies.

• Examples of my publications using meta-analyses include:
Research in Statistical Methods

• Another interest I have is in the role of the Structural Equations models (SEM) in improving the measurement of substantive constructs.
  
  – I’m interested in utilizing SEM to model a bi-factor or general factor to extract a purified measure of a substantive construct. Empirical evidence showed that this approach has improved the criterion-related validity of the substantive factor/variable.
Research in Methods...

– The bi-factor is also known as a common method factor. This factor is loaded on all items of a multi-dimensional measure. Thus, it is assumed to be orthogonal to substantive factors while the substantive factors can be correlated with each other.
Research interests in methods...

• Examples of publications in which SEM was used to measure a bi-factor or a general factor of a multi-dimensional construct to remove the bi-factor variance include:
Research interests in methods...

• More publications in statistical methods:
Current Research Projects

• I have been working on a large dataset that I collected while on sabbatical in the fall of 2012.
  – I compared the psychometric properties of two prominent personality measures: the Occupational Personality Questionnaire (OPQ) and the International Personality Item Pool (IPIP)
  – I examined the role of item format (i.e., Likert type vs. ipsative) in predicting the criterion-related validity of the above two personality measures.
  – Several conference papers and proceedings have been presented/published from that dataset.
Current research projects...


- **Nguyen, N.T., & Biderman, M.D. (September, 2014).** *Using bi-factor model of personality to predict performance and counterproductive work behavior.* To be presented at the Annual Meeting of the Irish Academy of Management, Limerick – Ireland.
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