

Volume 1 ■ Issue 4

December 2008

Industrial and Organizational Psychology

13757645 19/12/08 BOSTON SPA LS23 7BQ
Industrial and organizational psycholog
y



4445.244500
Volume 1: Issue 4 (2008: Dec.)

1

PERSPECTIVES ON SCIENCE AND PRACTICE

13757645-130 04-02-13 BOSTON SPA LS23
Industrial and organizational psychology
: perspectives on science and practice.



4445.244500
Volume 1: Part 4 (2008)

■ Stereotypes, Bias, and Personnel Decisions: Strange and Stranger

Frank J. Landy

With commentaries by:

Madeline E. Heilman and Alice H. Eagly

Lisa M. Leslie, Eden B. King, Jill C. Bradley, and Michelle R. Hebl

Eugene Borgida, Grace Deason, Anita Kim, and Susan T. Fiske

Jennifer L. Wessel and Ann Marie Ryan

Leslie Ashburn-Nardo

Cort W. Rudolph and Boris B. Baltes

Douglas C. Maynard and Margaret E. Brooks

Brian J. O'Leary and Carmelo J. Turillo

Jeff W. Johnson and Caroline C. Cochran

Laurie A. Rudman

Anthony G. Greenwald

Paul J. Hanges and Jonathan C. Ziegert

Philip E. Tetlock, Gregory Mitchell, and Terry L. Murray

■ Transforming Our Models of Learning and Development: Web-Based Instruction as Enabler of Third-Generation Instruction

Kurt Kraiger

With commentaries by:

J. Kevin Ford

Kenneth G. Brown and Howard J. Klein

Richard N. Landers

Alan M. Saks and Robert R. Haccoun

Amy E. Crook and Margaret E. Beier

J. B. Arbaugh

Wendy L. Bedwell and Eduardo Salas

Traci Sitzmann and Katherine Ely

Deborah E. Rupp, Alyssa Mitchell Gibbons, and Lori Anderson Snyder



INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY

Perspectives on Science and Practice

ISSN 1754-9426

A Journal of the Society for Industrial and Organizational Psychology

Editor

Paul R. Sackett, University of Minnesota

Communications Specialist

Stephany Schings, Society for Industrial and Organizational Psychology

Editorial Board

Neil Anderson, University of Amsterdam Business School, The Netherlands

Winfred Arthur, Jr., Texas A&M University

Talya Bauer, Portland State University

Michael J. Burke, Tulane University

Allan H. Church, PepsiCo, Inc., Purchase, NY

Jose M. Cortina, George Mason University

Fritz Drasgow, University of Illinois at Urbana-Champaign

Miriam Erez, Technion, Haifa, Israel

Michael Frese, University of Giessen, Germany

Mark A. Griffin, University of Sheffield, United Kingdom

Milton D. Hakel, Bowling Green State University

Beryl Hesketh, University of Western Sydney, Australia

George P. Hollenbeck, Hollenbeck Associates, Livingston, TX

John R. Hollenbeck, Michigan State University

Leaetta M. Hough, Dunnette Group, Ltd., St. Paul, MN

Ann Howard, Development Dimensions International, Bridgeville, PA

Jeff Johnson, Personnel Decisions Research Institute, Minneapolis, MN

Jerard F. Kehoe, Selection and Assessment Consulting, Olympia, WA

Richard J. Klimoski, George Mason University

Israel I. Kraut, Baruch College, CUNY

Hennie J. Kriek, SHL Americas and University of South Africa

Morgan W. McCall, University of Southern California

Cynthia D. McCauley, Center for Creative Leadership, Greensboro, NC

Jeffrey J. McHenry, Microsoft Corporation, Seattle, WA

Kevin R. Murphy, The Pennsylvania State University

Kenneth Pearlman, Creative Personnel Management Consulting, Sarasota, FL

Hannah R. Rothstein, Baruch College

Ann Marie Ryan, Michigan State University

Lise Saari, IBM Corporation, Armonk, NY

Eduardo Salas, University of Central Florida

John C. Scott, APT, Inc., Darien, CT

Robert F. Silzer, HR Assessment and Development Inc., New York, NY

William J. Strickland, Human Resources Research Organization (HumRRO), Alexandria, Virginia

Nancy T. Tippins, Valtera Corporation, Greenville, SC

Industrial and Organizational Psychology: Perspectives on Science and Practice

(ISSN 1754-9426) is published quarterly on behalf of the Society for Industrial and Organizational Psychology by Wiley Subscription Services, Inc., a Wiley Company, 111 River St., Hoboken, NJ 07030-5774. Blackwell Publishing, Inc. is now part of Wiley-Blackwell.

New orders, renewals, sample copy requests, claims, change of address information, and all other correspondence should be sent to Journals Customer Service at your nearest Wiley office.

Journals Customer Services: For ordering information, claims and any enquiry concerning your journal subscription please go to interscience.wiley.com/support or contact your nearest office:

Americas: Email: cs-journals@wiley.com; Tel: +1 781 388 8598 or 1 800 835 6770 (Toll free in the USA & Canada).

Europe, Middle East and Africa: Email: cs-journals@wiley.com; Tel: +44 (0) 1865 778315

Asia Pacific: Email: cs-journals@wiley.com; Tel: +65 6511 8000

Subscription Rates Volume 1, 2008 – 4 issues:

	The Americas*	Europe (Euro Zone)**	Europe (non-Euro Zone)***	Rest of World
Annual Subscription				
Personal: Print + Online*	\$95	€71	£47	£47
Institutional:				
Print + Premium Online**	\$400	£199	£199	£199
Institutional:				
Premium Online Only	\$360	£179	£179	£179

*Personal rate applies to subscriptions at a private address paid by personal check or credit card.

**Institutional premium rate includes online access to full text articles starting with 2008.

Prices include delivery of print journals to the recipient's address. Delivery terms are Delivered Duty Unpaid (DDU); the recipient is responsible for paying any import duty or taxes. Legal title passes to the customer on despatch by our distributors.

Prices are exclusive of tax. Australian GST, Canadian GST and European VAT will be applied at the appropriate rates. For more information on current tax rates, please go to www.wiley.com, click on Help and follow the link through to Journal subscriptions. For other pricing options, including access information and terms and conditions, please visit www.interscience.wiley.com/journals. Please visit www.sio.org for information about SIOF and the journal editorial policy.

This journal is available online at Wiley InterScience. Visit www3.interscience.wiley.com to search the articles and register for table of contents and e-mail alerts.

Mailing: Journal is mailed Standard Rate. Mailing to rest of world by IMEX (International Mail Express). Canadian mail is sent by Canadian publications mail agreement number 40573520.

Postmaster: Send all address changes to *Industrial and Organizational Psychology*, Journal Customer Services, John Wiley & Sons Inc., 350 Main Street, Malden, MA 02148-5020.

Back Issues: Single issues from current and recent volumes are available at the current single issue price from Blackwell Publishing Journals. Earlier issues may be obtained from the Periodicals Service Company, 11 Main Street, Germantown, NY 12526, USA. Email: PSC@periodicals.com; Tel: (518) 537-4700; Fax: (518) 537-5899.

Copyright and Photocopying: © 2008 Society for Industrial and Organizational Psychology. All rights reserved. No part of this publication may be reproduced, stored or transmitted in any form or by any means without the prior permission in writing from the copyright holder. Authorization to photocopy items for internal and personal use is granted by the copyright holder for libraries and other users registered with their local Reproduction Rights Organisation (RRO), e.g. Copyright Clearance Center (CCC), 222 Rosewood Drive, Danvers, MA 01923, USA (www.copyright.com), provided the appropriate fee is paid directly to the RRO. This consent does not extend to other kinds of copying such as copying for general distribution, for advertising or promotional purposes, for creating new collective works or for resale. Special requests should be addressed to: jrights@wiley.com

Advertising: For advertising information please visit the journal's website at www.blackwellpublishing.com/iops or contact the Journal Advertising Sales Coordinator at Corporatesalesusa@wiley.com, 350 Main Street, Malden, MA 02148; Tel: (781) 388-8532; Fax: (781) 338-8532.

This journal is printed on acid-free paper.

Disclaimer: The Publisher, Society for Industrial and Organizational Psychology, and Editors cannot be held responsible for errors or any consequences arising from the use of information contained in this journal; the views and opinions expressed do not necessarily reflect those of the Publisher, Society, and Editors of the products advertised.