

EYE ON IOHRM

Industrial-Organizational Psychology and Human Resource Management | Appalachian State University

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ABOUT THE IOHRM PROGRAM

The Industrial-Organizational Psychology and Human Resource Management (IOHRM) program at Appalachian State University is a nationally ranked, interdisciplinary Master of Arts degree program offered by the Departments of Psychology and Management. For more information, please visit our website or find us on social media.



STUDENT EDITOR: Gabriel Dainotto
FACULTY ADVISOR: Kemp Ellington



THROWING TOGETHER

Our IOHRM students and faculty once again engaged in an axe-throwing competition for our spring social event. Students and faculty had the chance to hang out, throw some axes, or play pool and other various games. In addition to having loads of fun together, our students and faculty are working hard to accomplish great things! Check out this issue of Eye on IOHRM to see what we have been up to and what is on the horizon!

SUPPORT THE IOHRM PROGRAM

Thank you for considering financial support of the IOHRM program!

Contributions can be made to the General IOHRM Fund (3rd option from the bottom) or the Student Support Fund (5th option from the top). Contributions to the General Fund are preferred, as there are fewer restrictions on allocations of funds.

GIVE HERE

Be sure to search for your employer to see if they participate in an Employer Matching program!

For more details on how funds are used and how to give, click [here](#). To go directly to the donation page, click "Give Here."

IOHRM HIGHLIGHTS

Students Presenting at SLOP

IOHRM students Taylor Bott, Megan Hineline, Nicholas Granowsky, and Jake Leslie will be presenting at SLOP in April of 2023.

Taylor and Megan will be presenting a poster summarizing research on how signal emphasis and individual differences influences how organizational sustainability gets communicated to new hires. Their presentation will highlight the relationships between intrinsic and extrinsic communication about sustainability and outcomes such as employee involvement in sustainable efforts and perceived credibility of the company. IOHRM students - Ellise Vangilder, Amanda Lillie, and Luke Vavricka - also assisted with this research, as well as IOHRM professors Jack Carson and Jim Westerman.

Jake and Nicholas will be presenting research that focuses on how performing safety observations and identifying workplace hazards reduces the probability of an injury occurring at work. More specifically, their study shows the probability decrease if three or more observations are performed over a given time span, as well as the number of injuries prevented over the course of a year. Jake and Nick worked with IOHRM students Rylie Sant, Tanner Landolt, and Sunny Barboj on this research. They were also helped by IOHRM professors Yalçın Açıkgöz, Timothy Ludwig, and Shawn Bergman.

Basketball Championship

Several IOHRM students (Tanner Landolt and Arman Shahi) and faculty (Shawn Bergman, Jack Carson, and Tim Huelsman) participate in AppState's intramural basketball league. Their team, known as Staff Infection, swept through their playoff bracket, winning the Friendly Division championship and winning each game by an average of more than 30 points. Congratulations, Staff Infection!



CLASS OF 2024 INTERNSHIPS



Sunny Barboj | Trane Technologies – Davidson, NC

Sunny will be working as a Human Resources Intern. He will be evaluating the effectiveness of compensation plans and studying living wages on an international scale.



Tanner Landolt | Steelcase, Inc – Grand Rapids, MI

Tanner will be working as a People Analytics Intern. Tanner will be using data analytics to inform organizational leaders of best practices regarding employees.



Jake Leslie | Jacobs – Remote

Jake will be working as a Human Resources Intern. He will be working with other interns in a group project for the summer that may cover areas such as engagement, burnout, motivation, and other topics associated with work performance.



Alex Mecklenburg | Raytheon – Location TBD

Alex will be working as a Human Resources Leadership Development Program Intern. Her job responsibilities are yet to be determined.



Rylie Sant | Corning – Location TBD

Rylie will be working as a Human Resources Intern. Her job responsibilities are yet to be determined.



Gabriel Dainotto | SBTDC – Chapel Hill, NC

Gabriel will be working as a Technology Commercialization Consultant. He will be helping small businesses hire the right staff, make professional presentations for potential donors, and assist in data analysis.

FACULTY SPOTLIGHT

Dr. Jack Carson

Where are you originally from?

Yuma, AZ

Where did you receive your education?

Undergrad in Accounting: Northern Arizona University

MBA: Northern Arizona University

PhD: Auburn University

What are your research interests/current projects?

Broadly, I have always been curious about how people make moral judgments toward others. Therefore, a lot of my work examines how people make sense of and respond to workplace mistreatment.

I have also been starting to think about HR issues that are unique to sustainability (and vice versa). I've done some work exploring what employees find to be the most meaningful indicators of their own company's environmental sustainability (with the HR Science Sustainability crew!). Most recently, I've been interested in understanding "dirty" or "hands-on" sustainability work and the experiences of the people who do it.

Why did you choose your profession?

I was going into accountancy when I took an MBA class in organizational behavior taught by two influential professors. At first I was frustrated because organizational behavior research is a "weak paradigm" field compared to, say, physics. How can I find the "right answer" when there are so many ways to think about and conceptualize what is happening?! When I started to embrace the idea that there are lots of ways to think about and "do" organizational behavior, then I really started enjoying the class.

I thought this job would suit me because it involves a mix of detective work, lab (or lab-ish) research, and classroom work. I really enjoy my job and the people I get to do it with!

What are three things to do outside of work?

1. Get outside in the sunshine.
2. Play basketball.
3. Cook.

What life accomplishments (outside of work) are you particularly proud of?

I am proud of my ability to learn new things. I have a handful of hobbies that have required me to learn new things. Learning new things makes me feel good and proud of myself.

What words of wisdom would you want to tell your childhood self?

Take more art and math classes.

If you could live in any fictional universe, what would it be? Why?

I prefer the present universe, but I always liked Star Wars. Light sabers, the force, and interstellar travel!

If you could have dinner with anyone, dead or alive, who would it be? Why?

My family. We always have a good time.

What is your favorite food/drink?

Eggo waffles with peanut butter and syrup.

Does pineapple belong on pizza? Defend your position.

The only things that *belong* on a pizza are sauce and cheese. In other words, I do not believe the presence or absence of pineapple enriches or diminishes a pizza's *pizzaness*. (I personally like pineapple and black olive on a pizza.)



RESEARCH SPOTLIGHT

AppState is a hub for innovation and the application of education. Beyond the classroom, students and professors act as collaborators on projects which vary in scope and function. From the HR Science Team to the endeavors of IOHRM faculty, it is clear how devoted members are to research and development. With this in mind, we humbly present some of the IOHRM's HR Science Team and professors' current scientific inquiries!



The HR Science Research Team is an on-campus student organization composed of both graduate and undergraduate students. Very closely linked to the IOHRM Master's program, the mission of the team is to create and advance knowledge of human resources through the use of data, technology, and HR-best practices. The HR Science team is composed of three major sub-teams: Evidence-Based Practices (EBP), Sustainability, and Safety. These teams work with data provided by external partners to provide their HR expertise as consultants and work to develop value-added for all stakeholders.

EVIDENCE-BASED PRACTICES

The Evidence Based Practice Team is focused on using evidence and research to better understand topics within the HR field. This semester, EBP has begun a new project geared towards understanding current workplace issues and how a psychology curriculum equips students with the knowledge, skills, and abilities to address and solve these issues. After a rigorous literature review the team has found some key challenges that many organizations are currently facing: Remote Work, DE&I, Health and Wellbeing, Technology, Sustainability, Adaptability/Flexibility, Burnout/WLB, and Data.

SUSTAINABILITY

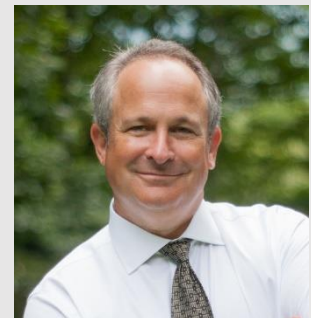
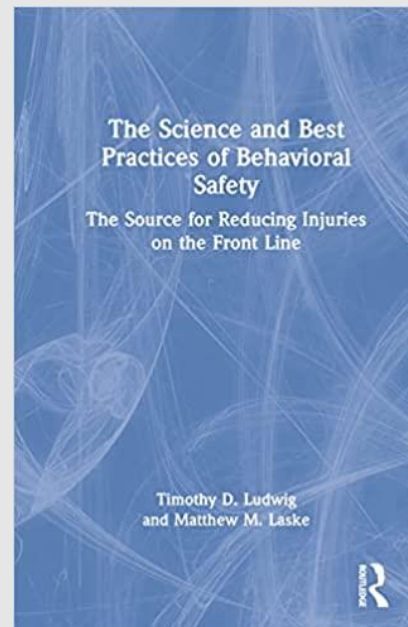
The Sustainability Team looks at sustainability through a HR lens to gain an understanding of how organizations can leverage HR to better their sustainable practices. This semester, they will be looking at the alignment of egoistic, altruistic, and biospheric values with organizational messaging. They expect to find relationships between employees' values and their desired form of organizational messaging. For instance, they hypothesize that egoistic values of the individual will be related to individuals' preference for egoistic organizational sustainability messaging.

SAFETY

This semester, the HR Science Safety Research team is working alongside a chemical manufacturing company to investigate the impact of a new safety program that is being piloted in one of the manufacturing sites. Specifically, the team is working on a report that will identify the unique impact that each safety activity has on incident probabilities. In addition to the client work, the safety team is also seeking to validate and publish previous findings regarding behavioral observations and hazard identifications.

FACULTY RESEARCH SPOTLIGHT

IOHRM faculty Timothy Ludwig and IOHRM alumni Matt Laske have published a book that will be coming out in March. The book is titled "The Science and Best Practices of Behavioral Safety: The Source for Reducing Injuries on the Front Line". Congratulations to Matt and Dr. Ludwig!



IOHRM PUBLICATIONS

There have been many publications by IOHRM alumni and faculty. Congratulations! Here are a few references for those publications:

(* denotes IOHRM alumni)

***Ezerins, M. E. & Ludwig, T. D. (2022).** Virtual Incivility: Considering the effect of Technology on Incivility through Behavioral Systems Analysis. Manuscript pre-published online for the Journal of Organizational Behavior Management. <https://doi.org/10.1080/01608061.2021.1970079>

***Ezerins, M. E., Ludwig, T. D., Foreman, A. M., *O'Neil, T., & Açıkgöz, Y. (2022).** Advancing safety analytics: A diagnostic framework for assessing system readiness within occupational safety and health. *Safety Science*, 146, 105569.

***Laske, M, *Hinson, P. Acikgoz, Y., Ludwig, T. D., Forman, A., & Bergman, S. (2022).** Do Employees' Work Schedule put them at-risk? The Role of Shift Scheduling and Holidays in predicting Near Miss and Incident Likelihood. *Journal of Safety Research*, 83, 1-7.

Ludwig, T. D., & *Laske, M. M. (in press). Behavioral Safety: An efficacious application of Applied Behavior Analysis to reduce Human Suffering. Manuscript accepted by the Journal of Organizational Behavior Management.

Ludwig, T. D. & *Laske, M. M. (in press). The impact of Organizational Behavior Management in Industrial Safety - Case studies in BBS. Chapter submitted to the Organizational Behavior Management Handbook.

