

CURRICULUM VITAE

Paul Elliot Spector

(December 12, 2016)

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EDUCATION

- Ph.D. University of South Florida. 1975
Industrial/Organizational Psychology
- M.A. University of South Florida. 1973
Psychology
- B.A. University of South Florida. 1971
Psychology with a strong concentration
in mathematics

PROFESSIONAL EXPERIENCE

Distinguished University Professor, Department of Information Systems and Decision Sciences,
Muma College of Business, University of South Florida [Courtesy Appointment], Since
2014.

Distinguished University Professor, Department of Psychology, University of South Florida,
Since 2006.

Occupational Health Psychology Doctoral Specialization Director (NIOSH Training Grant),
University of South Florida, Since 2006.

I/O Psychology Doctoral Program Director, Department of Psychology, University of South
Florida, 2000-2015.

Professor, Department of Psychology, University of South Florida, 1988-2006.

Associate Professor, Department of Psychology, University of South Florida, 1984-1988.

Assistant Professor, Department of Psychology, University of South Florida, 1982-1984.

Research Associate, Florida Mental Health Institute, 1979-1982.

Director of Program Planning and Evaluation, Northside Community Health Center, 1977-1979.

Visiting Assistant Professor, University of South Florida, Department of Management, 1976-1977.

Adjunct Professor, University of South Florida, Departments of Management and Psychology, 1975-1976.

Research Associate, University of South Florida, Department of Management, 1975-1976.

Internship, Florida Mental Health Institute, Department of Personnel, 1974-1975.

OTHER PROFESSIONAL ACTIVITIES

Professional Memberships

Academy of Management

Human Resource Management Division

Organizational Behavior Division

Research Methods Division

Chair Mahoney Mentoring Award Committee 2014

American Association for the Advancement of Science

American Psychological Association, Fellow

International Association of Applied Psychology

Society for Industrial and Organizational Psychology, SIOP, Fellow

Scientific Affairs Committee of Society for Industrial and Organizational Psychology (1988-1990)

Education and Training Subcommittee, 2002

Conference Program Health Track Committee 2007

Society for Occupational Health Psychology, Founding Member

Education and Training Committee, 2006-

Journal Development Committee, 2012-

Southern Management Association

Reviewing

Editorships

Journal of Organizational Behavior, Associate Editor for Point/Counterpoint (Since 1994)

Journal of Occupational and Organizational Psychology, Associate Editor (1996-2001)

Journal of Occupational Health Psychology, Associate Editor, 2002-2005.

Journal of Business and Psychology, Guest editor for special issue on inductive research (2013)
Human Resources Management Review Guest editor for special issue on emotions in the workplace (2002)
Human Resources Management Review Guest editor for special issue on inductive research (2015)
Organizational Research Methods Guest editor for special feature section on method variance (2010)
Work & Stress, Associate Editor (2008-present)

Editorial Boards

Human Resources Management Review (Since 1997)
International Journal of Stress Management (Since 2015)
Journal of Applied Psychology (1994-2002; Since 2008)
Journal of Management (1995-2001)
Journal of Organizational Behavior (1994)
Journal of Occupational and Organizational Psychology (1995-1996, 2001-2008)
Journal of Occupational Health Psychology (1999-2001, Since 2016)
Organizational Research Methods (1997-2010)
Personnel Psychology (2003-2010)
Research in Occupational Stress and Well Being (Since 2013)
Work & Stress (2003-2008)

Occasional Reviewer

Academy of Management Journal
Academy of Management Review
Accident Analysis & Prevention
American Journal of Industrial Medicine
American Psychologist
Applied Ergonomics
Applied Psychology: An International Review
Behavior Research Methods
British Journal of Management
European Journal of Social Psychology
European Journal of Work and Organizational Psychology
Canadian Psychology
Gender Work and Organization
Human Performance
Human Relations
International Journal of Psychology
International Journal of Selection and Assessment
International Journal of Stress Management
Journal of Applied Social Psychology
Journal of Happiness Studies

Journal of Personality Assessment
Management and Organization Review
Organization & Environment
Organizational Behavior and Human Decision Processes
Personality and Individual Differences
Psychological Bulletin
Psychological Reports
Psychology and Aging
Structural Equation Modeling
Scandinavian Journal of Work, Environment and Health
Swiss Journal of Psychology

Advisory Boards

Advanced Topics in Organizational Behavior Advisory Board (1995-2001)
International Society for the Study of Work and Organizational Values (ISSWOV). Scientific
 Advisory Committee (Since 2009)
Occupational Health Science (Since 2016)
Personnel Psychology Book Review Advisory Board (1994-2000)

AWARDS AND DISTINCTIONS

Listed as one of the most frequent contributors to the *Journal of Applied Psychology* (number 13 of 1383 authors) during the period 1980-1989 in a 1990 article in *The Industrial/Organizational Psychologist*.

Noted as one of the 50 highest impact authors in psychology (number 40 of over 100,000) during the period 1986-1990 by the Institute for Scientific Information in a 1992 study.

Recipient of the annual Theodore & Venette Askounes-Ashford Distinguished Scholar Award from the University of South Florida for 1992.

Teaching Incentive Program (TIP) Award, at the University of South Florida, 1995.

Professorial Excellence Program (PEP) Award at the University of South Florida, 1998.

Elected fellow, Society for Industrial and Organizational Psychology, 2003.

Elected fellow, Association for Psychological Science, 2003.

Top 5 Finalist for Academy of Management HR Division Scholarly Achievement Award 2004.

Top 20 Best of the Best finalist for the 2005 Kanter Award for work/family research for Spector et al. (2004). A cross-national comparative study of work/family stressors, working hours,

and well-being: China and Latin America vs. the Anglo world published in *Personnel Psychology*.

ISI Thomson Fast Breaking Paper October, 2007 for Spector, P. E. (2006). Method variance in organizational research: Truth or urban legend? *Organizational Research Methods*, 9, 221-232.

Noted as 27th most cited author (of more than 25,000) who published in a management-related journal between 1981 and 2004, and 8th for 2000-2004 according to Podsakoff, P. M., MacKenzie, S. B., Podsakoff, N. P., & Bachrach, D. G. (2008). Scholarly influence in the field of management: A bibliometric analysis of the determinants of university and author impact in the management literature in the past quarter century. *Journal of Management*, 34, 641-720.

Top 20 Best of the Best finalist for the 2008 Kanter Award for work/family research for Spector et al. (2007) Cross-national differences in relationships of work demands, job satisfaction and turnover intentions with work-family conflict published in *Personnel Psychology*.

Noted in 2009 by the editors of *Journal of Organizational Behavior* as having 2 of the 8 most influential papers published in the journal on the occasion of its 30th anniversary.

Top 5 finalist for Journal of Organizational Behavior 2010 best paper for Fritz et al. (2010). The weekend matters: Relationships between stress recovery and affective experiences.

Noted in 2011 by Elsevier as having one of the top 10 cited papers over the prior 5 years in *Journal of Vocational Behavior*.

Noted as 7th most impactful management scholar in Aguinis, H., Suarez-González, I., Lannelongue, G., & Joo, H. (2012). Scholarly impact revisited. *Academy of Management Perspectives*, 26, 105-132.

Best paper prize 2012, *Journal of Occupational and Organizational Psychology* for Fox, S., Spector, P. E., Goh, A., Bruursema, K., & Kessler, S. R. (2012). The deviant citizen: Measuring potential positive relations between counterproductive work behavior and organizational citizenship behavior.

Recipient of 2013 Thomas A. Mahoney Mentoring Award from Human Resources Division of Academy of Management.

Elected Fellow, American Psychological Association, 2013.

Recipient of 2014 Sage Publications Research Methods Distinguished Career Award from Research Methods Division of Academy of Management.

Elected Fellow, International Association of Applied Psychology, 2014.

Recipient of USF Outstanding Graduate Mentoring Award, 2014.

Two papers listed as “Highly Cited” in field of Economics & Business by ISI Thomson:

Spector, P. E. (2006). Method variance in organizational research: Truth or urban legend? *Organizational Research Methods*, 9, 221-232

Spector, P. E. & Brannick, M. T. (2011). Methodological urban legends: The misuse of statistical control variables. *Organizational Research Methods*, 14, 287-305.

PUBLICATIONS

Books

Spector, P. E. (1981). *Research designs*. Thousand Oaks, CA: Sage.

Spector, P. E. (1992). *Summated Rating Scale Construction*. Thousand Oaks, CA: Sage.

Spector, P. E. (1993). *SAS Programming for Researchers and Social Scientists*. Thousand Oaks, CA: Sage.

Spector, P. E. (1996). *Industrial/Organizational Psychology: Research and Practice*. New York: John Wiley.

Spector, P. E. (1997). *Job Satisfaction: Applications, Assessment, Causes and Consequences*. Thousand Oaks, CA: Sage.

Spector, P. E. (2000). *Industrial/Organizational Psychology: Research and Practice, 2nd ed.* New York: John Wiley.

Spector, P. E. (2001). *SAS 8 Programming for Researchers and Social Scientists, 2nd ed.* Thousand Oaks, CA: Sage.

Spector, P. E. (2003). *Industrial/Organizational Psychology: Research and Practice, 3rd ed.* New York: John Wiley.

Fox, S., & Spector, P. E. (Eds., 2005). *Counterproductive work behavior: Investigations of actors and targets*. Washington, DC: APA.

Spector, P. E. (2006). *Industrial/Organizational Psychology: Research and Practice, 4th ed.* New York: John Wiley.

Spector, P. E. (2008). *Industrial/Organizational Psychology: Research and Practice, 5th ed.* New York: John Wiley.

Spector, P. E. (2012). *Industrial/Organizational Psychology: Research and Practice, 6th ed.* Hoboken, NJ: John Wiley.

Spector, P. E. (In Press). *Industrial/Organizational Psychology: Research and Practice, 7th ed.* Hoboken, NJ: John Wiley.

Book Chapters

Broskowski, A., White, S. L., & Spector, P. E. (1979). A management perspective on program evaluation. In H. C. Schulberg, & J. M. Jerrell (eds.) *The Evaluator and Management*, Newbury Park, CA: Sage.

Spector, P. E. (1983). Applied personnel management IV: Employee job satisfaction. In Marlowe, H. A., Jr., & Weinberg, R. B. (eds.) *Management and Supervision in the Mental Health Setting*. Tampa: University of South Florida.

Spector, P. E. (1983). Job satisfaction in mental health settings. In Marlowe, H. A., Jr. & Weinberg, R. B. (eds.) *Competence, Coping and the Emotionally Handicapped*. Tampa: University of South Florida.

Spector, P. E. (1986). Group Behavior. In L. A. Penner *Social Psychology: Concepts and Applications*. New York: West.

Spector, P. E., Brannick, M. T., & Coover, M. D. (1989). Job Analysis. In C. L. Cooper & I. T. Robertson (eds.) *International Review of Industrial and Organizational Psychology: 1989* (pp. 281-328). West Sussex, England: John Wiley.

Spector, P. E. (1992). A consideration of the validity and meaning of self-report measures of job conditions. In C. L. Cooper & I. T. Robertson (eds.) *International Review of Industrial and Organizational Psychology: 1992* (pp. 123-151). West Sussex, England: John Wiley.

Spector, P. E., & Brannick, M. T. (1995). The nature and effects of method variance in organizational research. In C. L. Cooper & I. T. Robertson (eds.) *International Review of Industrial and Organizational Psychology: 1995* (pp. 249-274). West Sussex, England: John Wiley.

Chen, P. Y., Spector, P. E., & Jex, S. M. (1995). Effects of manipulated job stressors and job attitude on perceived job conditions: A simulation. In S. L. Sauter & L. R. Murphy (eds.) *Organizational Risk Factors for Job Stress* (pp. 341-356). Washington, D. C.: American Psychological Association.

Menon, S., Narayanan, L., & Spector, P. E. (1996). The relation of time urgency to occupational stress and health outcomes for health care professionals. In C. D. Spielberger, I. G. Sarason, J. M. T. Brebner, E. Greenglass, P. Laungani, A. M. O'Roark (eds.) *Stress and Emotion: Anxiety, Anger, and Curiosity*, Volume 16 (pp. 127-142). London: Taylor & Francis.

- Spector, P. E. (1997). The role of frustration in anti-social behavior at work. In R. A. Giacalone & J. Greenberg (eds.) *Anti-social Behavior in the Workplace* (pp. 1-17). Newbury Park, CA: Sage.
- Spector, P. E. (1998). A control model of the job stress process. In C. L. Cooper (Ed.). *Theories of Organizational Stress* (pp. 153-169). London: Oxford University Press.
- Spector, P. E. (1999). Individual differences in the job stress process of health care professionals. In J. Firth-Cozens & R. Payne (Eds.). *Stress in Health Professionals: Psychological and Organizational Causes and Interventions*. (pp. 33-42). Chichester, UK: John Wiley.
- Spector, P. E. (2001). Research Methods in Industrial and Organizational Psychology: Data Collection and Data Analysis with Special Consideration to International Issues. In N. Anderson, D. S. Ones, H. K. Sinangil, C. Viswesvaran (Eds.). *Handbook of industrial, work and organizational psychology* Volume 1. (pp. 10-26). Thousand Oaks, CA: Sage.
- Spector, P. E., & Goh, A. (2001). The role of emotions in the occupational stress process. In P. L. Perrewé & D. C. Ganster (Eds.). *Research in Occupational Stress and Well-Being, (Volume 1): Exploring Theoretical Mechanisms and Perspectives* (pp. 195-232). Greenwich, CT: JAI.
- Perrewé, P. L. & Spector, P. E. (2002). Personality research in the organizational sciences. In G. R. Ferris (Ed.). *Research in Personnel and Human Resources Management* (pp. 1-63). Oxford: JAI Press, Elsevier Science, Inc.
- Thompson, L. F., & Spector P. E. (2002). Industrial/organizational psychology. In M. A. Richard & W. G. Emener (Eds.). *I'm a people person: A guide to human service professions* (pp. 131-144). Springfield, IL: Charles Thomas.
- Penney, L. M., Spector, P. E., & Fox, S. (2003). Stress, personality, and counterproductive work behavior (CWB): How do environmental and individual factors influence behavior? In A. Sagie, M. Koslowsky, & S. Stashevsky (Eds.). *Misbehavior and dysfunctional attitudes in organizations*. (pp. 194-210). New York City: Palgrave/Macmillan.
- Spector, P. E. (2003). Individual differences in health and well-being in organizations. In D. A. Hofmann, & L. E. Tetrick (Eds.). *Health and safety in organizations: A multilevel perspective* (pp. 29-55). San Francisco: Jossey-Bass. [SIOP Frontier Series]
- Connell, P., Bruk, V., & Spector P. E. (2004). Job stress assessment methods. In J. C. Thomas & M. Hersen (Eds.). *Comprehensive Handbook of Psychological Assessment, Volume 4: I/O assessment* (pp. 455-469). New York: John Wiley.
- Liu, C., & Spector, P. E. (2005). International issues. In J. Barling, E. K., Kelloway, & M. R. Frone (Eds.). *Handbook of Work Stress* (487-515). Thousand Oaks, CA: Sage.

- Spector, P. E., Allen, T. D., Poelmans, S. Cooper, C. L., Bernin, P., Hart, P., Lu, L., Miller, K., Renault de Moraes, L., Ostrognay, Pitariu, H., Salamatov, V., Salgado, J, Sanchez, J. I., Siu, O. L., Teichmann, M., Theorell, T., Vlerick, P., Widerszal-Bazyl, M., & Yu, S. (2005). An international comparative study of work/family stress and occupational strain. In S. A. Y. Poelmans (Ed.) *Work and family: An international research perspective*. (71-84). Mahwah, NJ: Lawrence Erlbaum.
- Spector, P. E., & Fox, S. (2005). A model of counterproductive work behavior. In S. Fox, & P. E. Spector (Eds.). *Counterproductive workplace behavior: Investigations of actors and targets* (pp. 151-174). Washington, DC: APA.
- Fox, S., & Spector, P. E. (2006). The many roles of control in a stressor-emotion theory of counterproductive work behavior. In P. L. Perrewé & D. C. Ganster (Eds.). *Research in Occupational Stress and Well-Being, Vol 5* (pp. 171-201). Greenwich, CT: JAI.
- Greenhaus, J. H., Allen, T. D., & Spector, P. E. (2006). Health consequences of work-family conflict: The dark side of the work-family interface. In P. L. Perrewé & D. C. Ganster (Eds.). *Research in Occupational Stress and Well-Being, Vol. 5* (pp. 61-98). Greenwich, CT: JAI.
- Spector, P. E., Fox, S., & Domagalski, T. (2006). Emotions, violence and counterproductive work behavior. In E. K. Kelloway, J. Barling, & J. Hurrell (Eds.). *Handbook of workplace violence* (pp. 29-46). Thousand Oaks, CA: Sage.
- Spector, P. E., & Johnson, H. M. (2006). Improving the definition, measurement and application of emotional intelligence. In K. R. Murphy (Ed.) *A Critique of Emotional Intelligence: What Are the Problems and How Can They Be Fixed* (pp. 325-344). Mahwah, NJ: Erlbaum.
- Sanchez, J. I., Spector, P. E., & Cooper, C. L. (2006). Frequently ignored methodological issues in cross-cultural stress research. In P. T. P. Wong & L. C. J. Wong (Eds.). *Handbook of multicultural perspectives on stress and coping* (pp. 187-202). New York: Springer.
- Penney, L. M., & Spector, P. E. (2008). Emotions and counterproductive work behavior. In N. M. Ashkanasy & C. L. Cooper (Eds.). *Research companion to emotion in organizations* (pp. 183-196). Cheltenham, UK: Edward Elgar.
- Spector, P. E., & Bruk-Lee V. (2008). Conflict, health, and well-being. In C. K. W. De Dreu, & M. J. Gelfand (Eds.). *The psychology of conflict and conflict management in organizations* (pp. 267-288). San Francisco: Jossey-Bass. [SIOP Frontier Series]
- Spector, P. E. (2009). The role of job control in employee health and well-being. In C. L. Cooper, J. C. Quick, & M. J. Schabracq (Eds.). *International handbook of work and health psychology 3rd edition* (pp 173-195). West Sussex, UK: Wiley-Blackwell.

- Spector, P. E., & Brannick, M. T. (2009). Common method variance or measurement bias? The problem and possible solutions. In D. Buchanan & A. Bryman (Eds.). *The Sage Handbook of organizational research methods* (pp. 346-362). London: Sage.
- Spector, P. E., & Chang, C. H. (2009). Occupational health. In J. Coreil (Ed.). *Social and behavioral foundations of public health 2nd ed.* (pp. 401-415). Thousand Oaks, CA: Sage.
- Thompson, L. F. & Spector, P. E. (2009). Industrial-organizational psychology. In W. G. Emener, M. A. Richard, & J. J. Bosworth (Eds.). *A guidebook to human service professions 2nd ed.* (pp. 116-127). Springfield, IL: Charles C. Thomas.
- Chang, C. H., & Spector, P. E. (2010). Cross-cultural occupational health psychology. In J. C. Quick & L. E. Tetrick (Eds.). *Handbook of occupational health psychology, 2nd ed.* Washington, DC: American Psychological Association.
- Fox, S., & Spector, P. E. (2010). Instrumental counterproductive work behavior and the theory of planned behavior: A “cold cognitive” approach to complement “hot affective” theories of CWB. In C. A. Schriesheim & L. Neider (Eds.). *The “dark” side of management* (pp. 93-114). Charlotte, NC: Information Age.
- Rotundo, M., & Spector, P. E. (2010). Counterproductive work behavior and withdrawal. In J. L. Farr & N. T. Tippins (Eds.). *Handbook of Employee Selection* (pp. 489-511). New York: Psychology Press.
- Spector, P. E., & Rodopman, O. B. (2010). Methodological issues in studying insidious workplace behavior (pp. 273-306). In J. Greenberg (Ed.). *Insidious workplace behavior*, New York: Routledge.
- Bruk-Lee, V., & Spector, P. E. (2011). Interpersonal conflict and stress at work: Implications for employee health and well-being. In A. M. Rossi, P. L. Perrewé, & J. A. Meurs (Eds.). *Stress e qualidade de vida no trabalho [Stress and quality of working life]*. São Paulo, Brazil: Editora Atlas. [Translated into Portuguese.] English version published 2012, Charlotte, NC: Information Age Publishing.
- Sanchez, J. I., & Spector, P. E. (2012). Administrative, measurement, and sampling issues in large-scale cross-national research: UN or NATO approach? In A. M. Ryan, F. T. L. Leong, & F. L. Oswald (Eds.). *Conducting multinational research: Applying organizational psychology in the workplace* (pp. 123-147). Washington, DC: American Psychological Association.
- Spector, P. E. (2012). Gender differences in aggression and counterproductive work behavior. In S. Fox & T. R. Lituchy (Eds.). *Gender and the dysfunctional workplace* (pp. 29-42). Cheltenham Glos, UK: Edward Elgar.

- Spector, P. E., (2012). Negative and positive coworker exchanges: An integration. In L. T. Eby & T. D. Allen (Eds.). *Personal relationships: The effect of supervisor, co-worker, team, customer and nonwork exchanges on employee attitudes, behavior, and well-being* (pp. 157-172). New York: Routledge. [SIOP Frontier Series]
- Spector, P. E. (2012). Self-reports for employee selection. In N. Schmitt (Ed.) *Oxford handbook of personnel assessment and selection* (pp. 443-461). New York: Oxford University Press.
- Witt, L. A., & Spector, P. E. (2012). Personality and organizational politics. In G. R. Ferris & D. C. Treadway (Eds.). *Politics in organizations: Theory and research* (pp. 555-588). New York: Routledge. [SIOP Frontier Series]
- Lapierre, L. M., Spector, P. E., Allen, T. D., Poelmans, S., Cooper, C. L., O'Driscoll, M. P., Sanchez, J. I., Brough, P., & Kinnunen, U. (2013). Family-supportive organization perceptions, multiple dimensions of work-family conflict, and employee satisfaction: A test of model across five samples. In C. L. Cooper (Ed.). *From Stress to Wellbeing Volume 2* (pp. 246-267). New York: Palgrave Macmillan.
- Meier, L. L., Semmer, N. K., & Spector, P. E. (2013). Unethical behavior as a stressor. In R. A. Giacalone, & M. D. Promislo (Eds.) *Handbook of unethical work behavior: Implications for well-being* (pp. 168-179). Armonk, NY: M. E. Sharpe.
- O'Driscoll, M. P., Poelmans, S., Spector, P. E., Kalliath, T., Allen, T. D., Cooper, C. L., & Sanchez, J. I. (2013). Family-responsive interventions, perceived organizational and supervisor support, work-family conflict, and psychological strain. In C. L. Cooper (Ed.). *From Stress to Wellbeing Volume 2* (pp. 229-245). New York: Palgrave Macmillan.
- Spector, P. E. (2013). Survey design and measure development. In T. D. Little (Editor). *Oxford handbook of quantitative methods, Volume 1* (pp. 170-188). New York: Oxford University Press.
- Spector, P. E. & Eatough, E. M. (2013). Quantitative self-report methods in occupational health psychology research. In M. Wang, R. Sinclair, and L. Tetrick (Eds.). *Research methods in occupational health psychology* (pp. 248-267). Boca Raton, FL: Taylor & Francis.
- Nixon, A. E., & Spector, P. E. (2014). The impact of technology on employee stress, health, and well-being. In M. C. Coovert & L. F. Thompson (Eds.). *The psychology of workplace technology* (pp. 238-260). New York: Routledge. [SIOP Frontier Series]
- Pindek, S. & Spector, P. E. (2015). Contextual factors in employee mistreatment. In P. Perrewé, J. Halbesleben, & C. Rosen (Eds). *Research in occupational stress and well being, Volume 13* (pp. 193-224). Bingley, UK: Emerald.
- Spector, P. E. (2016). When more can become less: High performance work systems as a source of occupational stress. In N. M. Ashkanasy, R. J. Bennett, & M. J. Martinko (Eds.). *When*

do high performance work practices become abusive supervision? (pp. 148-169). New York: Psychology Press. [SIOP Frontiers Series].

- Andel, S. A., Hutchinson, D. M., & Spector, P. E. (In press). Safety at work: Individual and organizational factors in workplace accidents and mistreatment. In M. R. Buckley, J. Halbesleben, and A. R. Wheeler (Eds.). *Research in personnel and human resources management*. Bingley, UK: Emerald.
- Eatough, E. M., & Spector, P. E. (In press). The role of workplace control in positive health and well-being. In P. Y. Chen & C. L. Cooper (Eds.). *Well-being in the workplace: From stress to happiness*. Oxford: Wiley-Blackwell.
- Rotundo, M., & Spector, P. E. (In press). Counterproductive work behavior and withdrawal. In J. L. Farr & N. T. Tippins (Eds.). *Handbook of Employee Selection* 2nd ed. New York: Psychology Press.
- Siu, O. L., Spector P. E., Lu, C. Q., & Lu, L. (In press). Joint moderating effects of self-efficacy and coping on stressor-psychological strain relationships in Greater China: Evidence from three subregions. In A. Alexander-Stamatios & C. L. Cooper (Eds.). *Coping, personality and the workplace: Responding to psychological crisis and critical events*. Farnham, Surrey, UK: Gower.

Journal Articles

- Penner, L. A., Hawkins, H. L., Dertke, M. C., Spector, P. E., & Stone, A. (1973). Obedience as a function of experimenter competence. *Memory and Cognition*, 1, 241-245.
- Spector, P. E. (1975). Population density and unemployment: The effects on the incidence of violent crime in the American city. *Criminology*, 12, 399-401.
- Spector, P. E. (1975). Relationships of organizational frustration with reported behavioral reactions of employees. *Journal of Applied Psychology*, 60, 635-637.
- Spector, P. E., Penner, L. A., & Hawkins, H. L. (1975). The effect of the thwarting of aggression on subsequent aggression. *Social Behavior and Personality*, 3, 233-241.
- Spector, P. E. (1976). Choosing response categories for summated rating scales. *Journal of Applied Psychology*, 61, 374-375.
- Spector, P. E., Cohen, S. L., & Penner, L. A. (1976). The effects of real vs. hypothetical risk on group choice shifts. *Personality and Social Psychology Bulletin*, 2, 290-293.
- Spector, P. E. (1977). What to do with significant multivariate effects in MANOVA. *Journal of Applied Psychology*, 62, 158-163.

- Spector, P. E. (1978). Organizational frustration: A model and review of the literature. *Personnel Psychology, 31*, 815-829.
- Spector, P. E., & Sistrunk, F. (1978). A challenge to the popular belief that presence of others reduces anxiety. *Journal of Social Psychology, 105*, 301-302.
- Spector, P. E., & Sistrunk, F. (1979). Reassurance: A mechanism by which the presence of others can reduce anxiety. *Journal of Social Psychology, 109*, 119-126.
- Spector, P. E. (1980). Redundancy and dimensionality as determinants of data analytic strategies in MANOVA. *Journal of Applied Psychology, 65*, 237-239.
- Spector, P. E. (1980). Ratings of equal and unequal response choice intervals. *Journal of Social Psychology, 112*, 115-119.
- Spector, P. E. (1980). Handling nonorthogonal analysis of variance: A review of techniques. *Evaluation Review, 4*, 843-855.
- Spector, P. E., & Flores, D. S. (1980). Response to Edwards, Green, Abramowitz, and Davidson. *American Psychologist, 35*, 674-675.
- Spector, P. E. (1981). Multivariate data analysis for use in outcome studies. *American Journal of Community Psychology, 9*, 45-53.
- Spector, P. E., Voissem, N. H., & Cone, W. L. (1981). A Monte Carlo study of three approaches to nonorthogonal analysis of variance. *Journal of Applied Psychology, 66*, 535-540.
- Michaels, C. E., & Spector, P. E. (1982). Causes of employee turnover: A test of the Mobley, Griffeth, Hand, and Meglino (1979) model. *Journal of Applied Psychology, 67*, 53-59.
- Spector, P. E. (1982). Behavior in organizations as a function of employee locus of control. *Psychological Bulletin, 91*, 482-497.
- Spector, P. E., & Bedell, J. R. (1982). Measuring program effectiveness: Self-report versus objective indicators of recidivism. *American Journal of Community Psychology, 10*, 613-616.
- Emener, W. G., Rasch, J. D., & Spector, P. E. (1983). Knowledge adequacies and training needs of rehabilitation educators. *Counselor Education and Supervision, 22*, 242-249.
- Spector, P. E., & Michaels, C. E. (1983). An empirical test of item order as an artifact in organizational surveys. *Journal of Occupational Psychology, 56*, 35-36.

- Marlowe, H. A., Spector, P. E., & Bedell, J. R. (1983). Implementing a psychosocial rehabilitation program in a state mental hospital: A case study of organizational change. *Psychosocial Rehabilitation Journal*, 6, 2-11.
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