CARMA Webcast Lecture
-Live Audience Invited-

Date: Friday, February 24, 2017
Location: CBA 24
Times: 11 a.m. - 12 p.m. CT | 12:15 p.m. - 1:15 p.m CT
*Please arrive a few minutes early to avoid any disruption*

Presenter: Dr. Nathan Podsakoff, Associate Professor in Management and Organizations Robbins Fellow, The University of Arizona
Title: A Tutorial on the Causes, Consequences, and Remedies for Common Method Biases
Abstract: Despite considerable growth in our knowledge about the potential detrimental effects that method biases can have on the reliability and validity of our measures and on the relationships between constructs, there is still a lack of understanding about the causes, consequences, and remedies for dealing with these forms of bias. Our experiences indicate that common errors include: (a) treating method biases as if they come from a single source and (b) the overreliance on post hoc statistical remedies, which have important limitations. In an effort to address these issues, the purpose of this tutorial is to help clarify the potential effects that method biases can have on research findings, briefly describe the sources of these biases, and recommend remedies that researchers can incorporate a priori into the study design process to minimize the effects of specific sources of method bias.

Presenter: Dr. Dan Newman, Associate Professor of Psychology, University of Illinois Urbana-Champaign
Title: Construct Mixology: Forming New Management Constructs by Combining Old Ones
Abstract: We review the practice of building new psychological constructs by combining older constructs (a process we refer to as construct mixology), with a focus on the impact, methodology, and substantive knowledge implications of this practice. Our review suggests that some of the most influential micro-level constructs in the field of management are either new compound constructs or old constituent constructs that have been used in some form of mixology. Furthermore, we review a range of methodological approaches that researchers have employed when conducting construct mixology over the last 30 years. These strategies range from disavowing the role of the constituent constructs to explicitly acknowledging and modeling the relationships between constituent constructs and their corresponding (superordinate) compound constructs. The scientific consequences of these approaches include both unrecognized redundancy (reinventing the wheel, or confirming classic findings without realizing it) and heightened explanatory power (resulting from using broad compound constructs). To illustrate the variation of methods and implications, we review several exemplars of compound constructs that have enjoyed popularity in OB/HR, including work engagement, emotional intelligence, organizational commitment, and core self-evaluations. We also highlight seven cardinal construct domains that are often sampled during construct mixology. Prescriptions for future construct mixology efforts are provided.