

Volume 2 ■ Issue 1

March 2009

13757645 03/04/09 BOSTON SPA LS23 7BQ
Industrial and organizational psycholog

y



4445.244500

Volume 2: Issue 1 (2009: Mar.)

1

Industrial and Organizational Psychology

PERSPECTIVES ON SCIENCE AND PRACTICE

■ Internet Alternatives to Traditional Proctored Testing: Where Are We Now?

Nancy T. Tippins

With commentaries by:

Dave Bartram

Kenneth Pearlman

Rick Hense, John H. Golden, and Jennifer Burnett

Kelly A. Kaminski and Monica A. Hemingway

John A. Weiner and John D. Morrison, Jr.

David Foster

Eugene Burke

Winfred Arthur, Jr., Ryan M. Glaze, Anton J. Villado, and Jason E. Taylor

Fritz Drasgow, Christopher D. Nye, Jing Guo, and Louis Tay

Ben-Roy Do

Douglas H. Reynolds, Laurie E. Wasko, Evan F. Sinar, Patrick H. Raymark, and Joseph A. Jones

James C. Beaty, Craig R. Dawson, Sarah S. Fallaw, and Tracy M. Kantrowitz

Robert E. Gibby, Dan Ispas, Rodney A. McCloy, and Andrew Biga

■ Work Motivation: Identifying Use-Inspired Research Directions

Ruth Kanfer

With commentaries by:

Adam M. Grant

Rustin D. Meyer and Reeshad S. Dalal

Russell E. Johnson and James A. Tan

Donald M. Truxillo

Jeffrey B. Vancouver

Christian Stamov Roßnagel

Jennifer Z. Gillespie



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 Dragow, 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

Allen 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

Information for subscribers

Industrial and Organizational Psychology is published in four issues per year. Institutional subscription prices for 2009 are: Print & Online: US\$436 (US), US\$425 (Rest of World), €278 (Europe), £217 (UK). Prices are exclusive of tax. Asia-Pacific GST, Canadian GST and European VAT will be applied at the appropriate rates. For more information on current tax rates, please go to www3.interscience.wiley.com/aboutus/journal_ordering_and_payment.html#Tax. The price includes online access to the current and all online back files to January 1st 1997, where available. For other pricing options, including access information and terms and conditions, please visit www.interscience.wiley.com/journal-info. Please visit www.sio.org for information about SIOP 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 cs-journals@wiley.com. 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: © 2009 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

Production Editor Beeta Kim-Schissler (email: bkim@wiley.com).

Advertising Kristin McCarthy (email: kmccarthy@wiley.com).

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, neither does the publication of advertisements constitute any endorsement by the Publisher, Society, and Editors of the products advertised.