

# Contents

<i>Notes on Contributors</i>	page xi
<i>Preface</i>	xxxix
<i>Acknowledgments</i>	xli
<b>Part I Technology in I-O Psychology</b>	
1 The Existential Threats to I-O Psychology Highlighted by Rapid Technological Change	3
RICHARD N. LANDERS	
2 Filling the I-O/Technology Void: Technology and Training in I-O Psychology	22
TILMAN L. SHEETS, BHARATI B. BELWALKAR, STEVEN R. TOADDY, AND TARA K. MCCLURE	
3 The Reciprocal Roles of Artificial Intelligence and Industrial-Organizational Psychology	38
MATT BARNEY	
<b>Part II Technology in Staffing</b>	
4 The Next Wave of Internet-Based Recruitment	59
NEIL A. MORELLI AND A. JAMES ILLINGWORTH	
5 Applicant Reactions in Employee Recruitment and Selection: The Role of Technology	100
IOANNIS NIKOLAOU, KONSTANTINA GEORGIU, TALYA N. BAUER, AND DONALD M. TRUXILLO	
6 Applying Adaptive Approaches to Talent Management Practices	131
TRACY M. KANTROWITZ, DARRIN M. GRELE, AND YIN LIN	
7 Playing with a Purpose: The Role of Games and Gamification in Modern Assessment Practices	151
NATHAN WEIDNER AND ELIZABETH SHORT	

8	Mobile Assessment in Personnel Testing: Theoretical and Practical Implications WINFRED ARTHUR, JR. AND ZACH TRAYLOR	179
9	The State of Technology-Enabled Simulations: Where Are We? Where Are We Going? SEYMOUR ADLER, ANTHONY S. BOYCE, NICHOLAS R. MARTIN, AND RACHEL C. DREIBELBIS	208
10	The Use of Social Media in Staffing DALY VAUGHN, NICOLE PETERSEN, AND CARTER GIBSON	232
<b>Part III Technology in Training and Development</b>		
11	Gamification of Adult Learning: Gamifying Employee Training and Development RICHARD N. LANDERS, ELENA M. AUER, ADRIAN B. HELMS, SEBASTIAN MARIN, AND MICHAEL B. ARMSTRONG	271
12	Real Career Development with Virtual Mentoring: Past, Present, and Future SUZANNE C. DE JANASZ AND WENDY MURPHY	296
13	Professional Coaching: The Impact of Virtual Coaching on Practice and Research NILOOFAR GHODS, MATT BARNEY, AND JONATHAN KIRSCHNER	315
14	Virtual Reality Training in Organizations MATT C. HOWARD AND CHAD J. MARSHALL	347
<b>Part IV Technology in Leadership and Teams</b>		
15	Leading from a Distance: Advancements in Virtual Leadership Research BRADFORD S. BELL, KRISTIE L. MCALPINE, AND N. SHARON HILL	387
16	Managing Distributed Work: Theorizing an IPO Framework JULIA E. HOCH	419
17	Virtual Teams: Conceptualization, Integrative Review, and Research Recommendations STANTON MAK AND STEVE W. J. KOZLOWSKI	441
18	Social Media and Teamwork: Formation, Process, and Outcomes IOANA C. CRISTEA, PAUL M. LEONARDI, AND EMMANUELLE VAAST	480

**Part V Technology in Motivation and Performance**

- 19 Telework: Outcomes and Facilitators for Employees 511  
T. ALEXANDRA BEAUREGARD, KELLY A. BASILE, AND ESTHER  
CANONICO
- 20 A Review and Extension of Cyber-Deviance Literature:  
Why It Likely Persists 544  
DIANNE P. FORD, MAHYAR GARMSIRI, AMANDA J. HANCOCK,  
AND ROBERT D. HICKMAN
- 21 Information Communication Technology and Employee  
Well-Being: Understanding the “iParadox Triad” at Work 580  
ARLA DAY, LARISSA K. BARBER, AND JILLIAN TONET
- 22 Technology and the Aging Worker: A Review and Agenda  
for Future Research 608  
W. JACKELINE TORRES, BRITTANY C. BRADFORD, AND  
MARGARET E. BEIER
- 23 The Role of Technology in the Work-Family Interface 641  
JEREMIAH T. MCMILLAN AND KRISTEN M. SHOCKLEY
- 24 Work in the Developing World: Technology as a Barrier,  
Technology as an Enabler 672  
LORI FOSTER AND BENJAMIN KUMPF
- 25 Electronic Surveillance and Privacy 708  
DAVID L. TOMCZAK AND TARA S. BEHREND

**Part VI Technology in Statistics and Research Methods**

- 26 Raising the Ante: Technological Advances in I-O Psychology 745  
KRISTA L. UGGERSLEV AND FRANK BOSCO
- 27 Data Science as a New Foundation for Insightful,  
Reproducible, and Trustworthy Social Science 761  
RICHARD N. LANDERS, ELENA M. AUER, ANDREW B. COLLMUS,  
AND SEBASTIAN MARIN
- 28 Lost in the Crowd: Crowdsourcing as a Research Method 790  
TARA S. BEHREND AND DANIEL M. RAVID
- 29 Research in the Era of Sensing Technologies and Wearables 806  
MARKUS LANGER, MARIANNE SCHMID MAST, BERTOLT MEYER,  
WOLFGANG MAASS, AND CORNELIUS J. KÖNIG
- 30 Storytelling and Sensemaking through Data Visualization 836  
KARL GIUSEFFI, BENJAMIN SIEVERT, BRETT M. WELLS, AND  
FRAN WESTFALL

**Part VII Interdisciplinary Perspectives on Employees  
and Technology**

- 31 Microblogging Behavior and Technology Adoption at the  
Workplace 849  
CHARALAMPOS CHELMIS
- 32 Advantages and Unintended Consequences of Using Electronic  
Human Resource Management (eHRM) Processes 879  
RICHARD D. JOHNSON AND DIANNA L. STONE
- 33 Technology and Social Evaluation: Implications for  
Individuals and Organizations 921  
ROSHNI RAVEENDHRAN AND NATHANAEL J. FAST
- Index* 944