

General Exam Reading List

LHRD 7705 Measures

- Shaffer, J., DeGeest, D., & Li, A. (2016). Tackling the problem of construct proliferation. *Organizational Research Methods, 19*, 80-110.
- Foster, G., Min, H., & Zickar, M. (2017). Review of item response theory practices in organizational research. *Organizational Research Methods, 20*, 465-486.
- Murphy, K. & Davidshofer, C. (2005). *Psychological Testing (6th Edition)*, Prentice Hall: Upper Saddle River, NJ.
- Nunnally, J.C. & Bernstein, I.H. (1994). Special Problems in Classical Test Theory (Chapter 9). In *Psychometric Theory (3rd Edition)*, (pp.338-392). McGraw-Hill, Inc: New York, NY.
- Carpenter, N., Son, J., Harris, T., Alexander, A., & Horner, M. (2016). Don't forget the items. *Organizational Research Methods, 19*, 616-650.
- Harrison, D.A., & Klein, K.J. (2007). What's the difference? Diversity constructs as separation, variety, or disparity in organizations. *Academy of Management, 32*, 1199-1228.
- Hendrick, Tamara A. M.; Fischer, Arnout R. H.; Tobi, Hilde; Frewer, Lynn J (2013). Self-reported attitudes scales: Current practice in adequate assessment of reliability, validity, and dimensionality. *Journal of Applied Social Psychology. Jul2013, Vol. 43 Issue 7*, p1538-1552. 15p. 1 Diagram, 7 Charts. DOI: 10.1111/jasp.12147.
- Cho, E. (2016). Making reliability reliable. *Organizational Research Methods, 19*, 651-682.
- DeSimone, J. (2015). New techniques for evaluating temporal consistency. *Organizational Research Methods, 18*, 133-152.
- Podsakoff, Nathan P.; Maynes, Timothy D.; Whiting, Steven W.; Podsakoff, Philip M. (2015). One (rating) from many (observations). *Journal of Applied Psychology. Jul2015, Vol. 100 Issue 4*, p1189-1202. 14p. DOI: 10.1037/a0038479.
- Byrne, Zinta S.; Peters, Janet M.; Weston, James W. (2016) The struggle with employee engagement: Measures and construct clarification using 5 samples. *Journal of Applied Psychology. Sep2016, Vol. 101 Issue 9*, p1201-1227. 27p. DOI: 10.1037/apl0000124
- Podsakoff, Nathan P.; Podsakoff, Philip M.; MacKenzie, Scott B.; Klinger, Ryan L. (2013). Are we really measuring what we say we're measuring? Using Video techniques to supplement traditional construct validation procedures. *Journal of Applied Psychology. Feb2013, Vol. 98 Issue 1*, p99-113. 15p. DOI: 10.1037/a0029570.
- Floyd, F. J. & Widaman, K. F. (1995). Factor analysis in the development and refinement of clinical assessment instruments. *Psychological Assessment, 7*, 286-299.
- Lozano, L.M., Garcia-Cueto, E., & Muniz, J. (2008). Effect of the number of response categories on the reliability and validity of rating scales, *Methodology, 4*, 73-79.
- Martens, A., Johns, M., Greenberg, J. (2006). Combating stereotype threat: The effect of self-

affirmation on women's intellectual performance. *Journal of Experimental Social Psychology*, Vol 42(2), 236-243.

Robson, S.M., Jones, A., & Abraham, J. (2008). Personality, faking, and convergent validity: A warning concerning warning statements. *Human Performance*, 21, 89-106.

Van Iddekinge, Chad H.; Morgeson, Frederick P.; Schleicher, Deidra J.; Campion, Michael A. (2011). Can I retake it? Exploring subgroup differences and criterion-related validity in promotion retesting. *Journal of Applied Psychology*. Sep2011, Vol. 96 Issue 5, p941-955. 15p.

Courtright, Stephen H.; Postlethwaite, Bennett E.; McCormick, Brian W.; Reeves, Cody J.; Mount, Michael K. (2013) A Meta-Analysis of sex differences in physical ability. *Journal of Applied Psychology*. Jul2013, Vol. 98 Issue 4, p623-641. 19p. DOI: 10.1037/a0033144.

Ellingson, J. E., Sackett, P. R., & Connelly, B. S. (2007). Personality assessment across selection and development contexts: Insights into response distortion. *Journal of Applied Psychology*, 92, 386-395.

Wee, Serena; Newman, Daniel A.; Joseph, Dana L. (2014). More than g: Selection quality and AI implications. *Journal of Applied Psychology*. Jul2014, Vol. 99 Issue 4, p547-563. 17p. DOI: 10.1037/a0035183.

Cottrell, Jonathan M.; Newman, Daniel A.; Roisman, Glenn I. (2015)/ Explaining the black-white gap in cognitive test scores: Toward a theory of adverse impact. *Journal of Applied Psychology*. Nov2015, Vol. 100 Issue 6, p1713-1736. 24p. DOI: 10.1037/apl0000020.

Hoffman, Brian J.; Kennedy, Colby L.; LoPilato, Alexander C.; Monahan, Elizabeth L.; Lance, Charles E. (2015). A review of the content, criterion-related and construct related validity of assessment center exercises. *Journal of Applied Psychology*. Jul2015, Vol. 100 Issue 4, p1143-1168. 26p. DOI: 10.1037/a0038707.

Roth, Philip L.; In-Sue Oh; Buster, Maury A.; Huy Le; Van Iddekinge, Chad H.; Robbins, Steve B.; Campion, Michael A.(2014). Differential validity for cognitive ability tests in employment and educational settings. *Journal of Applied Psychology*. Jan2014, Vol. 99 Issue 1, p1-20. 20p. DOI: 10.1037/a0034377.

Van Iddekinge, Chad H.; Roth, Philip L.; Putka, Dan J.; Lanivich, Stephen E. (2011). Are you interested? A Meta analysis of relations between vocational interests and employee performance and turnover. *Journal of Applied Psychology*. Nov2011, Vol. 96 Issue 6, p1167-1194. 28p. DOI: 10.1037/a0024343.

LHRD 7577 Training

Hoover, D., Giambatista, R., & Belkin, L. (2012). Eyes On, Hands On: Vicarious Observational Learning as an Enhancement of Direct Experience. *Academy of Management Learning & Education*, 11, p591-608.

- Ismail, AI, Abdul-Majid,A.H., & Musibau, H.O. (2017). Employee learning theories and their organizational applications. *Journal of Economic Studies*, 3, 96-104
- Ravichandran, N., & Bano,R. (2016). A review of antecedents, correlates and consequences of HR practices: A conceptual model of organizational development. *Journal of Organizational Behavior*, 15(4), 76-127.
- Ferreira, R. & Abbad, G. (2013). Training Needs Assessment: Where We Are and Where We Should Go. *Brazilian Administration Review (BAR)*, 10, 77-99.
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- Dierdorff, E., Surface, E. & Brown, K. (2010). Frame-of-reference training effectiveness: Effects of goal orientation and self-efficacy on affective, cognitive, skill-based, and transfer outcomes. *Journal of Applied Psychology*, 95, 1181-1191.
- Rizzuto, T., Cherry, K., & LeDoux, J. (2012). The aging process and cognitive capabilities. (Chapter 14). In J.W. Hedge and W. C. Borman's (Ed.), *The work and aging handbook*. Oxford University Press.
- Dobbs, R. (2006) Development Phase of systematic training: New technology lends assistance. *Advances in Developing Human Resources*, 8, 500-512.
- Lacerenza, C., Reyes, D., Marlow, S., Joseph, D., & Salas, E. (2017). Leadership training design, delivery, and implementation: A meta analysis. *Journal of Applied Psychology*, 102,1686-1718.
- Orvis, K., Fisher, S., & Wasserman, M. (2009). Power to the people: Using learner control to improve trainee reactions and learning in web-based instructional environments. *Journal of Applied Psychology*, 94, 960-971.
- Sitzmann, T., Kraiger, K., Stewart, D., & Wisher, R. (2006).The comparative effectiveness of web-based and classroom instruction: A meta-analysis. *Personnel Psychology*, 59, 623-664.
- Arthur, W., Bennett, W., & Edens, P. (2003). Effectiveness of training in organizations: A meta-analysis of design and evaluation features. *Journal of Applied Psychology*, 88(2), 234-245.
- Liang, K., Lepak, D., Ju, J., Baer, J. (2012). How does human resource management influence organizational outcomes? A meta-analytic investigation of mediating mechanisms. *Academy of Management Journal*, 55, 1264-1294.
- Nguyen, T., Truong, Q., & Buyens. (2010). The relationship between training and firm performance: A literature review. *Research & Practice in Human Resource Management*, 18(1), p36-45.
- Tharenou, P., Saks, A., & Moore, C. (2007). A review and critique of research on training and organizational-level outcomes. *Human Resource Management Review*, 17, 251-273.

BLEDOW, R., CARETTE, B., KÜHNEL, J., & BISTER, D. (2017). Learning from others' failures: The effectiveness of failure stories for managerial learning. *Academy of Management Learning & Education, 16*, 39-53.

Saks, A.M.; & Burke, L.A. (2012). An investigation into the relationship between training evaluation and the transfer of training. *International Journal of Training & Development, 16*, 118-127. 10p. DOI: 10.1111/j.1468-2419.2011.00397.x.

Smith-Jentsch, K, Salas, E., & Brannick, M. (2001). To transfer or not to transfer? Investigating the combined effects of trainee characteristics, team leader support, and team climate. *Journal of Applied Psychology, 86*, 279-292.

Allen, T., Eby, L., Lentz, E. (2006). Mentorship Behaviors and Mentorship Quality Associated With Formal Mentoring Programs: Closing the Gap Between Research and Practice. *Journal of Applied Psychology, 91*, 567-578

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Lyness, K., & Thompson, D. (2000). Climbing the corporate ladder: Do female and male executives follow the same route? *Journal of Applied Psychology, 85*, 86-101.

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- Rizzuto, T. (2009). Human dimensions of workplace disaster recovery. In K. Cherry's (Ed.), *Lifespan perspectives on natural disasters: Coping with Katrina, Rita and other storms*. New York: Springer, Inc. (pp. 261-280).
- Swanson & Holton (2001). The nature of the change process (Chapter 13). *Foundations of Human Resource Development*. San Francisco, CA: Berrett-Koehler, Inc. (p. 284-316).
- Langley, A; Smallman, C; Tsoukas, H; Van de Ven, (2013). Process studies of change in organization and management. *ACADEMY OF MANAGEMENT JOURNAL*, 56, 1-13.
- Rizzuto, T. & Maloney, L. (2008). Organizing chaos: Lessons from successful crisis management in the wake of Hurricane Katrina. *Professional Psychology: Research and Practice* (Special Issue: Hurricane Katrina), 39, 77-86.
- Rousseau, D.M. 1996, Changing the deal while keeping the people. *Academy of Management Executive*, 10: 50-58.
- Lawrence, E., Ruppel, C.P., & Tworoger, L.C. (2014). The emotions and cognitions during organizational change: The importance of the emotional work for leaders. *Journal of Organizational Culture, Communications & Conflict*, 18, 257-273.
- Ford, J., Ford, L., & D'Amelio, A. (2008). Resistance to change: The rest of the story. *Academy of Management Review*, 33, 362-377.
- Oreg, S. (2003). Resistance to change: Developing an individual differences measure. *Journal of Applied Psychology*, 88(4), 680-693.
- Gondo, M., & Amis, J. (2013). Variations in practice adoption. *Academy of Management Review*, 38, 229-247
- McFillen, J.M., O'Neil, D., Balzer, W., Varney, G.(2013). Organizational diagnosis: An evidence-based approach. *Journal of Change Management*, 13, 223-246. DOI: 10.1080/14697017.2012.679290.
- Pulakos, E., Mueller Hanson, R., Arad, S., & Moye, N. (2015) Performance management can be fixed: An on-the-job experiential learning approach for complex behavior change. *Industrial and Organizational Psychology*, 8, 51-76.
- Ferreira, M.P., & Armagan, S. (2011). Using Social Networks Theory as a Complementary Perspective to the Study of Organizational Change. *Brazilian Administration Review (BAR)*, 8, 168-184.
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http://www.youtube.com/watch?v=Ck9sUnb66_A

Nguyen Huy, Q., Corley, K., Kraatz, M. (2014). From support to mutiny: Shifting legitimacy judgments and emotional reactions impacting the implementation of radical change. *Academy of Management Journal*, 57, 1650-1680.

Sung, Wookje; Woehler, Meredith L.; Fagan, Jesse M.; Grosser, Travis J.; Floyd, Theresa M.; Labianca, Giuseppe (2017). Employees' responses to an organizational merger. *Journal of Applied Psychology*, 102, 910-934

Editor (2012). A critical analysis of communication approaches for implementing organizational change. *Business Management Review*, 1, 27-35.

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Van Wijk, J., Stam, W., Elfring, T. Zietsma, C., Den Hond, F. (2013). Activists and incumbents structuring change. *Academy of Management Journal*, 56, 358-386.

Long, C., Wan Khairuzzaman, Wan Ismail, W.K., Amin, S.M. (2013). The role of change agent as mediator in the relationship between HR competencies and organizational performance. *International Journal of Human Resource Management*, 24, 2019-2033.

Schneider, B., Gunnarson, S., & Niles-Jolly, K. (2007). Creating the climate and culture of success. *Organizational Dynamics*.

7571 reading list:

Harrison, M. I. (2005). *Diagnosing organizations: Methods, models, and processes* (3rd ed., pp. 1-26). Thousand Oaks: Sage.

Harrison, M. I., & Shirom, A. (1998). *Organizational diagnosis and assessment* (2nd ed., pp. 39-67). Thousand Oaks: Sage.

Anderson, D. L. (2017). *Organizational development: The process of leading organizational change* (4th ed., pp. 119-134; 136-162; 170-201). Los Angeles: Sage.

Burke, W. W. (2018). *Organizational change: Theory and practice* (5th ed., pp. 54-64; 202-244). Los Angeles: Sage.

McFillen, J. M., O'Neil, D. A., Balzer, W. K., & Varney, G. H. (2013). Organizational diagnosis: An evidence-based approach. *Journal of Change Management*, 13(2), 223-246.

Marshak, R. J. (2013). The controversy over diagnosis in contemporary organization development. *OD Practitioner*, 45(1), 54-59.

Rossett, A. (1999). *First things fast: A handbook for performance analysis* (pp. 11-47). San Francisco: Jossey/Bass.

Williams, K. M., & Crafts, J. L. (1997). Inductive job analysis: The job-task inventory method. In D. L. Whetzel & G. R. Wheaton (Eds.), *Applied measurement methods in industrial psychology* (pp. 51-68). Palo Alto, CA: Davis-Black Publishing.

Levine, E.L. (1983). *Everything you always wanted to know about job analysis* (pp. 69-90). Tampa, FL: Mariner Publishing.

Campion, M. A. et. al. (2011). Doing competencies well: Best practices in competency modeling. *Personnel Psychology*, 64, 225-262.

Stevens, G. W. (2012). A critical review of the science and practice of competency modeling. *Human Resource Development Review*, 12(1), 86-107.

Sanchez, J. I., & Levine, E. L. (2009). What is (or should be) the difference between competency modeling and traditional job analysis. *Human Resource Management Review*, 19, 53-63.

Cobb, A. T. (2012). Writing project reports. In A. T. Cobb, *Leading project teams* (pp. 183-204). Thousand Oaks: Sage.

LHRD 7602

Textbooks:

Newcomer, K. H., Hatry, H. P., & Wholey, J. S. (Eds.). (2015). *Handbook of practical program evaluation* (4th ed.). San Francisco, CA: Jossey-Bass.

Kirkpatrick, J. D., & Kirkpatrick, W. K. (2016). *Kirkpatrick's four levels of training evaluation*. Alexandria, VA: ATD Press.

Bates, R. (2004). A critical analysis of evaluation practice: the Kirkpatrick model and the principle of beneficence. *Evaluation and Program Planning*, 27(3), 341-347.
<https://doi.org/10.1016/j.evalprogplan.2004.04.011>

Han, H., & Boulay, D. (2013). Reflections and future prospects for evaluation in human resource development. *New Horizons in Adult Education & Human Resource Development*, 22(2), 6-18.

- Gomathi, S. (2013). The effects of balanced score card metrics in aligning HR strategy into business strategy for enhancing organizational capabilities. *International Journal of Computer Science & Management Studies*, 13(6), 1–8.
- PricewaterhouseCoopers. (n.d.). *Guide to key performance indicators: Communicating the measures that matter*. London: PricewaterhouseCoopers LLP. Retrieved from https://www.pwc.com/gx/en/audit-services/corporate-reporting/assets/pdfs/uk_kpi_guide.pdf
- Attride-Stirling, J. (2001). Thematic networks: An analytical tool for qualitative research. *Qualitative Research*, 1(3), 385-405.
- Russ-Eft, D., & Preskill, H. (2005). In search of the holy grail: Return on investment evaluation in human resource development. *Advances in Developing Human Resources*, 7(1), 71–85. <https://doi.org/10.1177/1523422304272169>
- Phillips, J., & Phillips, P. (2002). How to measure the return on your HR investment. *Strategic HR Review*, 1(4), p. 1-9.
- American Evaluation Association. (2018). AEA Guiding Principles (2018 Update). Retrieved from <https://www.eval.org/p/cm/ld/fid=51>
- Muller, J. Z. (2018). *The Tyranny of Metrics*. Princeton, NJ: Princeton University Press. (Chapters 1-2 and 16)
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LHRD 7025 – Reading List

- Brookfield, S. (1986). *Understanding and facilitating adult learning: A comprehensive analysis of principles and effective practices*. McGraw-Hill Education (UK).
- Brookfield, S. D. (2015). *The skillful teacher: On technique, trust, and responsiveness in the classroom*. John Wiley & Sons.
- Daloz, L. A. (1988). The story of Gladys who refused to grow: A morality tale for mentors. *Lifelong Learning*, 11(4), 4-7.
- Guy, T. C. (1999). Culture as context for adult education: The need for culturally relevant adult education. *New Directions for Adult and Continuing Education*, 1999(82), 5–18. doi: 10.1002/ace.8201
- Knowles, M., Holton, E., & Swanson, R. (2015). *The adult learner: The definitive classic in adult education and human resource development*. London: Routledge.

- Merriam, S. B., Caffarella, R. S., & Baumgartner, L. M. (2007). *Learning in adulthood: A comprehensive guide*. John Wiley & Sons.
- Pratt, D. D. (2002). Good teaching: One size fits all? *New Directions for Adult and Continuing Education*, 2002(93), 5 – 16. doi: 10.1002/ace.45
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LHRD 7200 – Reading List

- Bacharach, S. (1989). Organizational theories: Some criteria for evaluation. *Academy of Management Review*, 14, 496-515.
- Bernal, D. D. (2002). Critical race theory, Latino critical theory, and critical raced-gendered epistemologies: Recognizing students of color as holders and creators of knowledge. *Qualitative inquiry*, 8(1), 105-126.
- Calás, M., & Smircich, L. (1999). Past Postmodernism? Reflections and Tentative Directions. *The Academy of Management Review*, 24(4), 649-671.
- Eisner, E. (1992). Are all causal claims positivistic? A response to Francis Schrag. *Educational Researcher*, 21(5), 8-9
- Howe, K. (2009). Positivist dogmas, rhetoric and the education science question. *Educational Researcher*, 38(6), 428-440.
- Kincheloe, J. L., & McLaren, P. (2002). Rethinking critical theory and qualitative research. *Ethnography and schools: Qualitative approaches to the study of education*, 87-138.
- Kneller, G.F. (1997). A method of enquiry. In J. Hatton & P.B. Plouffe (Eds.), *Science and its ways of knowing* (pp.11-25). Upper Saddle River, NJ.: Prentice Hall.
- Pirsig, R. (1997). On scientific method. In J. Hatton & P.B. Plouffe (Eds.), *Science and its ways of knowing* (pp. 7-10). Upper Saddle River, NJ.: Prentice Hall.
- Schrag, F. (1992). In defense of positivist research paradigms. *Educational Researcher*, 21(5), 5-8.

- Smith, J.K. (1989). *The nature of social and education inquiry: Empiricism versus interpretation*. Norwood, NJ: Ablex Publishing.
- Sutton, R.I. & Staw, B.M. (1995) What Theory is not. *Administrative Science Quarterly*, 40(3), 371-384.
- Walsham, G. (1995). The Emergence of Interpretivism in IS Research. *Information Systems Research*, 6(4), 376-394.
- Whetten; D. A. (1989). What constitutes a theoretical contribution? *Academy of Management Review*, 14, 490-495
- Irby, B.J., Brown, G., Lara-Alecio, R., & Jackson, S. (2013). *The handbook of educational theories*. Charlotte, NC Information Age Publishing.
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LHRD 7110 Reading List

TEXTBOOKS

- Thompson, L. L. (2014). *Making the team: A guide for managers* (5th edition). Upper Saddle River, NJ: Prentice Hall.

ORIENTATION AND INTRODUCTION TO WORK TEAMS

- Mathieu, J. E., Hollenbeck, J. R., van Knippenberg, D., & Ilgen, D. R. (2017). A century of work groups in the Journal of Applied Psychology. *Journal of Applied Psychology*, 102, 452-467.
- Mathieu, J. R., Maynard, M. T., Rapp, T., & Gilson, L. (2008) *Team effectiveness 1997-2007: A review of recent advancements and a glimpse into the future*. *Journal of Management*, 34, 410-476.

METHODS AND MULTILEVEL ISSUES

- Costa, P. L., Graça, A. M., Marques-Quinteiro, P., Santos, C. M., Caetano, A., & Passos, A. M. (2013). Multilevel research in the field of Organizational Behavior: An empirical look at 10 years of theory and research. *SAGE Open*, 1-17.

GROUP FORMATION AND DEVELOPMENT

- Kozlowski, S. W. J., Gully, S. M., Nason, E. R. & Smith, E. M. (1999). Developing adaptive teams: A theory of compilation and performance across levels and time. In D. R. Ilgen & E. D. Pulakos (Eds.), *The changing nature of work and performance: Implications for staffing personnel actions and development*, (pp. 240-292). San Francisco: Jossey-Bass.

GROUP SOCIALIZATION AND NORMS

Mathieu, J. E., & Rapp, T. L. (2009). Laying the foundation for successful team performance trajectories: The roles of team charters and performance strategies. *Journal of Applied Psychology, 94*, 90-103.

Feldman, D.C. (1984). *The development and enforcement of group norms. Academy of Management Review, 9*, 47-53.

INPUTS I (COMPOSITION AND STAFFING)

Mathieu, J. E., Tannenbaum, S. I., Donsbach, J. S., & Alliger, G. M. (2014). A review and integration of team composition models moving toward a dynamic and temporal framework. *Journal of Management, 40*, 130-160.

INPUTS II (TEAM DIVERSITY)

Bell, S. T., Villado, A. J., Lukasik, M. A., Belau, L., & Briggs, A. L. (2011). Getting specific about demographic diversity variable and team performance relationships: A meta-analysis. *Journal of Management, 37*, 709-743.

Lau, D., & Murnighan, J. K. (2005). *Interactions within groups and subgroups: The effects of demographic faultlines. Academy of Management Journal, 48*, 645-659.

TEAM TRAINING

Cannon-Bowers, Tannenbaum, S. I., Salas, E., & Volpe, C. E. (1995). Defining competencies and establishing team training requirements. In R. A. Guzzo & E. Salas (Eds.), *Team effectiveness and decision making in organizations* (pp. 333-380). San Francisco, CA: Jossey-Bass.

Marks, M. A., Sabella, M. J., Burke, C. S., & Zaccaro, S. J. (2002). The impact of cross-training on team effectiveness. *Journal of Applied Psychology, 87*, 3-13.

Salas, E., et al. (2008). Does team training improve team performance? A meta-analysis. *Human Factors, 50*, 903-933.

TEAM STRUCTURE AND REWARDS

Stewart, G. L., & Barrick, M. R. (2000). Team structure and performance: Assessing the mediating role of intrateam process and the moderating role of task type. *Academy of Management Journal, 43*, 135-148.

Pearsall, M. J., Christian, M. S., & Ellis, A. P. J. (2010). Motivating interdependent teams: Individual rewards, shared rewards, or something in between. *Journal of Applied Psychology, 95*, 183-191.

Valentine, M. A., & Edmondson, A. C. (2015). *Team scaffolds: How mesolevel structures enable role-based coordination in temporary groups*. *Organization Science*, 26, 405-422.

Courtright, S. H., Thurgood, G. R., Steward, G. L., & Pierotti, A. J. (2015). *Structural interdependence in teams: An integrative framework and meta-analysis*. *Journal of Applied Psychology*, 100, 1825-1846.

Team Process Overview

Marks, M. A., Mathieu, J. E., & Zaccaro, S. J. (2001). *A temporally based framework and taxonomy of team processes*. *Academy of Management Review*, 26, 356-376.

Information Sharing and Decision Making

Mesmer-Magnus, J. R., & DeChurch, L. A. (2009). *Information sharing and team performance: A meta-analysis*. *Journal of Applied Psychology*, 94, 535-546.

DeDreu, C. K. W., & West, M. A. (2001). *Minority dissent and team innovation: The importance of participation in decision making*. *Journal of Applied Psychology*, 86, 1191-1201.

Edmondson, A. (1999). *Psychological safety and learning behavior in work teams*. *Administrative Science Quarterly*, 44(2), 350-383.

Social Integration and Cohesion

de Jong, B. A., Dirks, K. T., & Gillespie, N. (2016). *Trust and team performance: A meta-analysis of main effects, moderators, and covariates*. *Journal of Applied Psychology*, 101, 1134-1150.

Beal, D. J., Cohen, R. R., Burke, M. J., & McLendon, C. L. (2003). *Cohesion and performance in groups: A meta-analytic clarification of construct relations*. *Journal of Applied Psychology*, 88, 989-1004.

Karau, S. J., & Williams, K. D. (1993). *Social loafing: A meta-analytic review and theoretical integration*. *Journal of Personality and Social Psychology*, 65, 681-706.

Collective Cognition

DeChurch, L. A., & Mesmer-Magnus, J. R. (2010). *The cognitive underpinnings of effective teamwork: A meta-analysis*. *Journal of Applied Psychology*, 95, 32-53.

Conflict

De Wit, F. R. C., Greer, L. L., & Jehn, K. A. (2012). *The paradox of intragroup conflict: A meta-analysis*. *Journal of Applied Psychology*, 97, 360-390.

Behfar, K. J., Peterson, R. S., Mannix, E. A., & Trochim, W. M. K. (2008). *The critical role of conflict resolution in teams: A close look at the links between conflict type, conflict management strategies, and team outcomes*. *Journal of Applied Psychology*, 93, 170-188.

MULTICULTURAL TEAMS

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TEAMS AND TECHNOLOGY (VIRTUAL TEAMS)

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