

PENG ZHAO

Department of Management and Entrepreneurship
Kelley School of Business
Indiana University
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EDUCATION

- Ph.D.** Kelley School of Business, Indiana University 2019 expected
Major: Organizational Behavior and Human Resource Management
Minor: Research Methods and Statistics
Texas A&M University (doctoral level study) 2012-2014
- M.S.** Peking University, China 2010
Major: Cognitive Psychology
- B. S.** Zhejiang University, China 2004
Major: Information Management and Information Systems

DISSERTATION

Doctoral Dissertation Title: *Personality profiles as predictors of job performance: A person-centered approach.* (expected completion date: May, 2019)

Personality profiles are latent categorical labels that describe the patterns of individuals' standing on multiple personality traits. This holistic approach to personality is often termed a "person-centered approach" and can parsimoniously capture both main effects and complex interactions between personality traits. My dissertation will use a person-centered approach and meta-analysis to investigate how well the personality profiles (based on the Five Factor Model of personality) predict job performance and its facets (task performance, organizational citizenship behaviors, and counterproductive work behaviors). This holistic view on personality has the potential to increase the predictive power of personality for employment selection.

Committee: Christopher M. Berry (Chair), Ernest H. O'Boyle, Erik Gonzalez-Mulé, and Lopo L. Rego

RESEARCH INTERESTS

Pre-employment testing, personnel selection, teams, job satisfaction and organizational commitment

REFEREED PUBLICATIONS

*Berry, C. M., & **Zhao, P.** (2015). Addressing criticisms of existing predictive bias research: Cognitive ability test scores still overpredict African Americans' job performance. *Journal of Applied Psychology, 100*, 162-179.

*Nominated for AOM HR Division's Scholarly Achievement Award.

Berry, C. M., Barratt, C. L., Dovalina, C. L., & **Zhao, P.** (2014). Can racial/ethnic subgroup criterion-to-test standard deviation ratios account for conflicting differential validity and differential prediction evidence for cognitive ability tests? *Journal of Occupational and Organizational Psychology, 87*, 208-220.

Yang, J., **Zhao, P.**, Zhu, Z., Mecklinger, A., Fang, Z., & Li, H. (2013). Memory asymmetry of forward and backward associations in recognition tasks. *Journal of Experimental Psychology: Learning Memory & Cognition, 39*, 253-269.

Xu, X., Zhao, Y., **Zhao, P.**, & Yang, J. (2011). Effects of level of processing on emotional memory: Gist and details. *Cognition & Emotion, 25*, 53-72.

RESEARCH IN PROGRESS

Zhao, P., Berry, C. M., & Batarse, C. J. (1st revise and resubmit). Revisiting predictive bias of cognitive ability tests against Hispanic American job applicants. *Personnel Psychology*.

Gonzalez-Mulé, E., Cockburn, B. S., McCormick, B. W., & **Zhao, P.** (2nd revise and resubmit). A meta-analysis of the relationship between team tenure and team performance. *Personnel Psychology*.

Xu, X., Payne, S. C., & **Zhao, P.** (manuscript preparation). *Change trajectories of job satisfaction facets predict turnover: A latent class growth analysis*. Target journal: *Journal of Applied Psychology*.

Xu, X., **Zhao, P.**, Peng, Y., & Matthews, R. A. (manuscript preparation). *Justice, commitment, and time are intertwined: A social exchange perspective*. Target journal: *Journal of Organizational Behavior*.

CONFERENCE PRESENTATIONS

Zhao, P., Xu, X., & Peng, Y. (2018, April). *Personality profiles predict mortality: Bad is stronger than good*. Poster paper presented at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Xu, X., **Zhao, P.**, Peng, Y., & Matthews, R. A. (2018, April). *Justice, commitment, and time are intertwined: A social exchange perspective*. Poster paper presented at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Gonzalez-Mulé, E., Cockburn, B. S., **Zhao, P.**, & McCormick, B. W. (2017, August). *A conceptual framework and meta-analysis of the relationship of team tenure with team performance*. Paper to be presented at the 77th annual conference of the Academy of Management, Atlanta, GA.

Zhao, P., Batarse, J. C., & Berry, C. M. (2017, April). Cognitive ability test scores underpredict Hispanic Americans' job performance. In Weinhardt, J. M. (Chair), *Employee selection decision processes: Efficient, fair, and accurate*. Symposium presented at the 32th annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Xu, X., Payne, S. C., & **Zhao, P.** (2016, August). *Change trajectories of job satisfaction facets predicting turnover: A latent class growth analysis*. Paper presented at the 76th annual conference of the Academy of Management, Anaheim, CA.

Xu, X., Payne, S. C., **Zhao, P.**, & Huffman, A. H. (2015, August). *The stability of organizational commitment*. Paper presented at the 75th annual conference of the Academy of Management, Vancouver, BC, Canada.

Zhao, P., Xu, X., & Miner, K. (2014, August). *The social context of workplace mistreatment: A multilevel approach*. Paper presented at the 74th annual conference of the Academy of Management, Philadelphia, PA.

Batarse, J. C., **Zhao, P.,** & Berry, C. M. (2014, May). *Revisiting the Hispanic-White mean difference on job performance: A meta-analysis*. Poster presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Xu, X., **Zhao, P.,** & Miner, K. (2013, August). *The target of incivility cannot be an island: Group influence and social comparison*. Paper presented at the 73rd annual conference of the Academy of Management, Orlando, FL.

***Zhao, P.,** & Berry, C. M. (2013, April). *Is overprediction of Black performance an artifact of observed validity?* Poster presented at the 28th annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.

** Finalist for John C. Flanagan Award, Society for Industrial and Organizational Psychology*

** Featured Top Posters, Society for Industrial and Organizational Psychology Conference*

Barratt, C. L., Dovalina, C. L., **Zhao, P.,** Lomeli, L. C., & Berry, C. M. (2013, April). *Frequency versus time-lost: Not proxies for voluntary and involuntary absence*. Poster presented at the 28th annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.

Barratt, C. L., Dovalina, C. L., **Zhao, P.,** & Berry, C. M. (2012, April). *Effects of subgroups' variances on cognitive ability test differential validity*. Poster paper presented at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

TEACHING EXPERIENCES

Instructor, *Managing Behavior in Organizations* (undergraduate), Kelley School of Business, Indiana University

Summer 2016, Ratings: 5.6/7.0

Summer 2017, Ratings: 5.8/7.0

Instructor, *Experimental Psychology – Lab* (undergraduate) – Department of Psychology, Texas A&M University, 2014

Instructor, *Career Planning and Development*, University for Science and Technology, Beijing, 2007

PROFESSIONAL SERVICE

Ad Hoc Reviewer

International Journal of Gaming and Computer-Mediated Simulations.

Reviewer for Professional Conferences

Reviewer for SIOP: 2017

Reviewer for AOM: 2017

HONORS & AWARDS

Doctoral Student Research Productivity Award

Kelley School of Business, Indiana University 2017

Doctoral Research Travel Award

Kelley School of Business, Indiana University 2017

AOM Travel funding

Institute for Global Organizational Effectiveness 2015-2016

Finalist for John C. Flanagan Award

Society for Industrial and Organizational Psychology 2013

Featured Top Posters

Society for Industrial and Organizational Psychology Conference 2013

Second Place for 2nd Year Student Poster Contest

Department of Psychology, Texas A&M University 2012

Second Prize Scholarship for Academic Excellence

Peking University 2007-2010