

# Sears, Greg

## **The moderating role of negative affectivity on POS – work outcome relationships**

Sears, G.J. & Zhang, H. (2015, May). The moderating role of negative affectivity on POS – work outcome relationships. Proceedings of the 17th European Congress of Work and Organizational Psychology, Oslo, Norway.

**Publication Type:** Papers in Refereed Conference Proceedings

**Area of Research:** Organizational Behaviour and HRM

## **Toward representative bureaucracy: Predicting public service attraction among underrepresented groups in Canada**

Ng, E.S.W. & Sears, G.J. (2015). Toward representative bureaucracy: Predicting public service attraction among underrepresented groups in Canada. *Review of Public Personnel Administration*, 35(4), 367-385

**Publication Type:** Articles in Refereed Journals

**Area of Research:** Organizational Behaviour and HRM

## **Independent and joint effects of personality on intentions to become an active participant in local union activities in Canada**

McPhee, D.M., Sears, G.J., & Wiesner, W.H. (2014). Independent and joint effects of personality on intentions to become an active participant in local union activities in Canada. *Journal of Psychology*, 148(2), 145-159

**Publication Type:** Articles in Refereed Journals

**Area of Research:** Organizational Behaviour and HRM

## **Toward representative bureaucracy: Predicting public service attraction among underrepresented groups in Canada**

Ng, E.S.W. & Sears, G.J. (2013, July). Toward representative bureaucracy: Predicting public service attraction among underrepresented groups in Canada. Proceedings of the 6th Equality, Diversity, and Inclusion Conference, Athens, Greece.

**Publication Type:** Papers in Refereed Conference Proceedings

**Area of Research:** Organizational Behaviour and HRM

## **Toward a representative bureaucracy: The influence of employment equity status and work values on public service attraction among student job seekers**

Sears, G.J. & Ng, E.S.W. (2013, June). Toward a representative bureaucracy: The influence of employment equity status and work values on public service attraction among student job seekers. Presentation at the 74th Annual Convention for the Canadian Psychological Association, Quebec City, QC.

**Publication Type:** Papers in Refereed Conference Proceedings

## **A comparative assessment of videoconference and face-to-face employment interviews.**

Sears, G.J., Zhang, H., Wiesner, W.H., Hackett, R.D., & Yuan, Y. (2013). A comparative assessment of videoconference and face-to-face employment interviews. *Management Decision*, 51(8), 1733-1752

**Publication Type:** Articles in Refereed Journals

**Area of Research:** Organizational Behaviour and HRM

### **CEO leadership styles and the implementation of organizational diversity practices: Moderating effects of social values and age**

Ng, E.S.W. and G.J. Sears (2012), "CEO leadership styles and the implementation of organizational diversity practices: Moderating effects of social values and age", *Journal of Business Ethics*, 105(1), 41-52, in press.

**Publication Type:** Articles in Refereed Journals

**Area of Research:** Organizational Behaviour and HRM

### **Toward a multi-stage, multi-level theory of innovation**

Sears, G.J. and V.V. Baba (2011), "Toward a multi-stage, multi-level theory of innovation", *Canadian Journal of Administrative Sciences*, 28(4), 357-372.

**Publication Type:** Articles in Refereed Journals

**Area of Research:** Innovation, Organizational Behaviour and HRM

### **The influence of role definition and affect in LMX: A process perspective on the personality – LMX relationship**

Sears, G.J. and R.D. Hackett (2011), "The influence of role definition and affect in LMX: A process perspective on the personality – LMX relationship", *Journal of Occupational and Organizational Psychology*, 84(3), 544-564.

**Publication Type:** Articles in Refereed Journals

**Area of Research:** Organizational Behaviour and HRM

### **Personality and teamwork behavior in context: The cross-level moderating role of collective efficacy**

Tasa, K., Sears, G.J. and A.C.H. Schat (2011), "Personality and teamwork behavior in context: The cross-level moderating role of collective efficacy", *Journal of Organizational Behavior*, 32(1), 65-85.

**Publication Type:** Articles in Refereed Journals

**Area of Research:** Organizational Behaviour and HRM

### **Value Congruence and Charismatic Leadership in CEO-Top Manager Relationships: An Empirical Investigation**

Hayibor, S., Agle, B.R., Sears, G.J., Sonnenfeld, J. and A. Ward (2011), "Value Congruence and Charismatic Leadership in CEO-Top Manager Relationships: An Empirical Investigation", *Journal of Business Ethics*, 102(2), 237-254.

**Publication Type:** Articles in Refereed Journals

**Area of Research:** Business and Society, Organizational Behaviour and HRM

### **Applicant reactions to videoconference interviews: A conduit or barrier to effective recruitment?**

Sears, G.J., Zhang, H., and W.H. Wiesner (2011), "Applicant reactions to videoconference interviews: A

conduit or barrier to effective recruitment?" Proceedings of the 15th European Congress of Work and Organizational Psychology, Maastricht, Holland, May.

**Publication Type:** Papers in Refereed Conference Proceedings

**Area of Research:** Organizational Behaviour and HRM

### **Jugaad: Toward a theory of ingenuity and innovation**

Baba, V.V. and G.J. Sears (2011), "Jugaad: Toward a theory of ingenuity and innovation", The Ingenuity Conference 2011, Hamilton, ON, September.

**Publication Type:** Presentations at Conferences

**Area of Research:** Innovation, Organizational Behaviour and HRM

### **CEO leadership and the implementation of organizational diversity practices**

Sears, G.J. and E.S.W. Ng (2011), "CEO leadership and the implementation of organizational diversity practices", 26th Annual Conference for the Society for Industrial – Organizational Psychology, Chicago, IL, April.

**Publication Type:** Presentations at Conferences

**Area of Research:** Organizational Behaviour and HRM

### **The joint influence of supervisor and subordinate emotional intelligence on leader-member exchange**

Sears, G.J. and C.M. Holmvall (2010), "The joint influence of supervisor and subordinate emotional intelligence on leader-member exchange". *Journal of Business and Psychology*, 25(4), 593-605.

**Publication Type:** Articles in Refereed Journals

**Area of Research:** Organizational Behaviour and HRM

### **The effect of adverse impact in selection practices on organizational diversity: A field study**

Ng, E.S.W. and G.J. Sears (2010), "The effect of adverse impact in selection practices on organizational diversity: A field study", *International Journal of Human Resource Management*, 21(9), 1454-1471.

**Publication Type:** Articles in Refereed Journals

**Area of Research:** Organizational Behaviour and HRM

### **What women and ethnic minorities want. Work values and labour market confidence: A self-determination perspective**

Ng, E.S.W. and G.J. Sears (2010), "What women and ethnic minorities want. Work values and labour market confidence: A self-determination perspective". *International Journal of Human Resource Management*, 21(5), 677-699.

**Publication Type:** Articles in Refereed Journals

**Area of Research:** Organizational Behaviour and HRM, Women in Business and Society

### **The relationship between CEO leadership styles and organizational diversity practices: The moderating role of social values and age**

Ng, E.S.W. and G.J. Sears (2010), "The relationship between CEO leadership styles and organizational diversity practices: The moderating role of social values and age", 70th Annual Meetings for the Academy of Management, Montreal, QC, August.

**Publication Type:** Presentations at Conferences

**Area of Research:** Organizational Behaviour and HRM

### **A process perspective on the personality - leader-member exchange relationship**

Sears, G.J. and R.D Hackett (2010), "A process perspective on the personality - leader-member exchange relationship". 25th Annual Conference for the Society for Industrial - Organizational Psychology, Atlanta, Georgia, April.

**Publication Type:** Presentations at Conferences

**Area of Research:** Organizational Behaviour and HRM

### **The influence of value congruence on charismatic leadership perceptions in CEO - top management team dyads**

Hayibor, S., G.J. Sears and B. Agle (2010), "The influence of value congruence on charismatic leadership perceptions in CEO - top management team dyads". 12th International Conference on Work Values and Behavior (ISSWOV), Lisbon, Portugal, June.

**Publication Type:** Presentations at Conferences

**Area of Research:** Business and Society, Organizational Behaviour and HRM

### **The influence of supervisor and subordinate proactive personality on leader-member exchange: A trait interactionist perspective**

Sears, G.J. (2009), "The influence of supervisor and subordinate proactive personality on leader-member exchange: A trait interactionist perspective". 14th European Congress of Work and Organizational Psychology, Santiago de Compostela, Spain, May.

**Publication Type:** Papers in Refereed Conference Proceedings

**Area of Research:** Organizational Behaviour and HRM

### **Proactive personality congruence and leader-member exchange: A trait interactionist perspective**

Sears, G.J. (2009), "Proactive personality congruence and leader-member exchange: A trait interactionist perspective". 117th Annual Convention for the American Psychological Association, Toronto, Ontario, August.

**Publication Type:** Presentations at Conferences

**Area of Research:** Organizational Behaviour and HRM

### **The effect of adverse impact in selection practices on organizational diversity: A field study**

Ng, E.S.W. and G.J. Sears (2008), "The effect of adverse impact in selection practices on organizational diversity: A field study". Annual Conference for the Administrative Sciences Association of Canada, Halifax, Nova Scotia, May. (Honorable Mention Award - GDO Division).

**Publication Type:** Papers in Refereed Conference Proceedings

**Area of Research:** Organizational Behaviour and HRM

## **The joint influence of supervisor and subordinate emotional intelligence on leader-member exchange**

Sears, G.J. and C.M. Holmvall (2008), "The joint influence of supervisor and subordinate emotional intelligence on leader-member exchange". 6th International Conference on Emotions and Worklife (EMONET VI), Fontainebleau, France, July.

**Publication Type:** Papers in Refereed Conference Proceedings

**Area of Research:** Organizational Behaviour and HRM

## **Barriers to creating diverse organizations: The threat of adverse impact in employee selection**

Ng, E.S.W. and G.J. Sears (2008), "Barriers to creating diverse organizations: The threat of adverse impact in employee selection". 11th Annual Conference for the Irish Academy of Management, Dublin, Ireland, September.

**Publication Type:** Papers in Refereed Conference Proceedings

**Area of Research:** Organizational Behaviour and HRM

## **A Multilevel Analysis of the Determinants of Teamwork Behavior**

Tasa, K., G.J. Sears, and A.S.H. Schat (2007), "A Multilevel Analysis of the Determinants of Teamwork Behavior". 22nd Annual Conference for the Society for Industrial - Organizational Psychology, New York, NY, April.

**Publication Type:** Presentations at Conferences

**Area of Research:** Organizational Behaviour and HRM

## **Which CEOs are More Committed to Managing Diversity? An Organizing and Theoretical Framework**

Ng, E.S.W. and G.J. Sears (2007), "Which CEOs are More Committed to Managing Diversity? An Organizing and Theoretical Framework". 68th Annual Convention for the Canadian Psychological Association, Ottawa, ON, June.

**Publication Type:** Presentations at Conferences

**Area of Research:** Organizational Behaviour and HRM, Women in Business and Society

## **What women and visible minorities want: Work values, labour market confidence, and preference for commitment to diversity**

Ng, E.S.W. and G.J. Sears (2006), "What women and visible minorities want: Work values, labour market confidence, and preference for commitment to diversity". Annual Conference for the Administrative Sciences Association of Canada, Banff, AB, June.

**Publication Type:** Papers in Refereed Conference Proceedings

**Area of Research:** Organizational Behaviour and HRM, Women in Business and Society

## **Dispositional and contextual determinants of teamwork behavior in self-managing work teams: A cross-level longitudinal analysis**

Tasa, K., G.J. Sears and A.S.H. Schat (2006), "Dispositional and contextual determinants of teamwork

behavior in self-managing work teams: A cross-level longitudinal analysis". Annual Conference for the Administrative Sciences Association of Canada, Banff, AB, June.

**Publication Type:** Papers in Refereed Conference Proceedings

**Area of Research:** Organizational Behaviour and HRM

### **Job insecurity and job-related affective well-being: Test of a structural model**

O'Neill, P.B. and G.J. Sears (2006), "Job insecurity and job-related affective well-being: Test of a structural model". 67th Annual Convention for the Canadian Psychological Association, Calgary, AB, June.

**Publication Type:** Presentations at Conferences

**Area of Research:** Organizational Behaviour and HRM

### **Work values and labour market confidence of minorities: A self-determination perspective**

Ng, E.S.W. and G.J. Sears (2006), "Work values and labour market confidence of minorities: A self-determination perspective". 66th Annual Meetings for the Academy of Management, Atlanta, GA, August.

**Publication Type:** Presentations at Conferences

**Area of Research:** Organizational Behaviour and HRM, Women in Business and Society

### **Correlates of Spence and Robbins' workaholism components: Replication and extension**

Burke, R.J., Ng, E.S.W. and G.J. Sears (2006), "Correlates of Spence and Robbins' workaholism components: Replication and extension". 67th Annual Convention for the Canadian Psychological Association, Calgary, AB, June.

**Publication Type:** Presentations at Conferences

**Area of Research:** Organizational Behaviour and HRM

### **The joint influence of supervisor and subordinate emotional intelligence on leader-member exchange and employee performance**

Sears, G.J. and R.D. Hackett (2005), "The joint influence of supervisor and subordinate emotional intelligence on leader-member exchange and employee performance". 66th Annual Convention for the Canadian Psychological Association, Montreal, QC, June.

**Publication Type:** Presentations at Conferences

**Area of Research:** Organizational Behaviour and HRM

### **The dispositional antecedents of leader-member exchange and organizational citizenship behavior: A process perspective**

Sears, G.J. and R.D. Hackett (2005), "The dispositional antecedents of leader-member exchange and organizational citizenship behavior: A process perspective". 65th Annual Meetings for the Academy of Management, Honolulu, HI, August.

**Publication Type:** Presentations at Conferences

**Area of Research:** Organizational Behaviour and HRM

### **The Ottawa I-O psychology group: Meeting, networking, and sharing expertise in**

## **Canada's capital city**

Prakash, S., G.J. Sears, and S. Majid (2005), "The Ottawa I-O psychology group: Meeting, networking, and sharing expertise in Canada's capital city". *The Industrial-Organizational Psychologist*, 43(1), 112-113. (Newsletter of the Society for Industrial-Organizational Psychology).

**Publication Type:** Other Professional Publications

**Area of Research:** Organizational Behaviour and HRM

## **The theory of planned behavior and union participation: Independent and joint effects of personality**

Zinni, D.M., G.J. Sears, and W.H. Wiesner (2004), "The theory of planned behavior and union participation: Independent and joint effects of personality". Administrative Sciences Association of Canada, Quebec City, QC, June.

**Publication Type:** Presentations at Conferences

**Area of Research:** Organizational Behaviour and HRM

## **A personality-based similar-to-me effect in the employment interview: Conscientiousness, affect vs. competence-mediated interpretations, and the role of job relevance**

Sears, G.J. and P.M. Rowe (2003), "A personality-based similar-to-me effect in the employment interview: Conscientiousness, affect vs. competence-mediated interpretations, and the role of job relevance". *Canadian Journal of Behavioural Science*, 35(1), 13-24.

**Publication Type:** Articles in Refereed Journals

**Area of Research:** Organizational Behaviour and HRM

## **How Swede it is: Legitimate and illegitimate predictors of NHL salaries**

Cooke, G.B. and G.J. Sears (2003), "How Swede it is: Legitimate and illegitimate predictors of NHL salaries". Administrative Sciences Association of Canada, Halifax, N.S., June. (Awarded Best Student Paper - HR Division).

**Publication Type:** Presentations at Conferences

**Area of Research:** Organizational Behaviour and HRM

## **A personality-based similar-to-me effect in the employment interview**

Sears, G.J. & Rowe, P.M. (2002), "A personality-based similar-to-me effect in the employment interview. 63rd Annual Convention for the Canadian Psychological Association, Vancouver, BC, June.

**Publication Type:** Presentations at Conferences

**Area of Research:** Organizational Behaviour and HRM

## **The World Wide Web: An added dimension in 360° feedback?**

Sears, G.J., Prakash, S., & Chiochio, F. (2001), "The World Wide Web: An added dimension in 360° feedback?" 62nd Annual Convention of the Canadian Psychological Association, Quebec City, QC, June.

**Publication Type:** Presentations at Conferences

**Area of Research:** Organizational Behaviour and HRM

## **Use of aggregated 360° leadership assessment results in the Federal Public Service: A strategic advantage in learning organizations**

Chiocchio, F., Prakash, S., & Sears, G.J. (2001), "Use of aggregated 360° leadership assessment results in the Federal Public Service: A strategic advantage in learning organizations". 62nd Annual Convention of the Canadian Psychological Association, Quebec City, QC, June.

**Publication Type:** Presentations at Conferences

**Area of Research:** Organizational Behaviour and HRM