

Lothe, B., Scius, A., Pieper, R., Salmon, D. & Hansez, I. (2015, 20th-23rd of May). Assessing employees propensity to engage in OCB: incremental validity of SJT beyond personality. Paper submitted at the XVIIth European Congress of Work and Organizational Psychology, Oslo, Norway.

This study presents the validation results of a SJT developed in collaboration with a Belgian french speaking mutual insurance company for the assessment of employees OCB. The purpose is to provide empirical evidence concerning the validity of using the SJT by examining the issues of OCB criterion validity, incremental validity beyond a personality inventory, applicant perception and SJT transparency level.

The SJT was developed in-house and following relevant literature recommendations (Weekley, Ployhart & Holtz, 2006). Data were collected on 117 white-collar employees. Three other measurements were concurrently collected: OCB using Williams & Anderson (1991) self-reported scales, personality using the Gosling, Rentfrow & Swann (2003) ten item inventory (TIPI) and applicant perception using SPJS (Bauer, & al., 2001). An open-ended question was used to access the extent to which applicants are able to identify the SJT criteria.

Results indicated that the SJT is a relevant predictor of OCB ($r = .42$; $p < .001$). The SJT also provides incremental explanation of the OCB criteria beyond the personality inventory ($\Delta R^2 = .11$; $p < .001$). There was in average an agreement about the acceptability of the SJT in terms of perceived procedural justice. No relationships were found between applicant ability to correctly identify the SJT criteria and SJT score or OCB self-rating.

This study is to our knowledge among the first attempt to develop and validate a tool to fill the gap on how to predict employees OCB (Organ, Podsakoff & Podsakoff, 2010). Implications for the personnel selection and current limitations will be discussed.

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