



Volume 98  
Number 5

September 2013

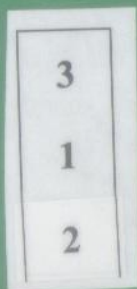
Published bimonthly  
by the  
American Psychological  
Association

ISSN 0021-9010

Journal of  
**Applied  
Psychology**

*Editor*  
Steve W. J. Kozlowski

*Associate Editors*  
Tammy D. Allen  
Paul Bliese  
Gilad Chen  
David V. Day  
Richard P. DeShon  
Sharon Parker  
Robert E. Ployhart  
Quinetta Roberson  
Eduardo Salas  
Deidra J. Schleicher  
Mo Wang  
Jing Zhou





Journal of

# Applied Psychology®

© 2013 American Psychological Association

September 2013

Volume 98, Number 5

[www.apa.org/pubs/journals/apl](http://www.apa.org/pubs/journals/apl)

---

## Feature Articles

- 701 Do Candidate Reactions Relate to Job Performance or Affect Criterion-Related Validity? A Multistudy Investigation of Relations Among Reactions, Selection Test Scores, and Job Performance  
*Julie M. McCarthy, Chad H. Van Iddekinge, Filip Lievens, Mei-Chuan Kung, Evan F. Sinar, and Michael A. Campion*
- 720 Coping With Unfair Events Constructively or Destructively: The Effects of Overall Justice and Self-Other Orientation  
*D. Ramona Bobocel*
- 732 The Impact of Subgroup Type and Subgroup Configurational Properties on Work Team Performance  
*Andrew M. Carton and Jonathon N. Cummings*
- 759 When Moral Identity Symbolization Motivates Prosocial Behavior: The Role of Recognition and Moral Identity Internalization  
*Karen Page Winterich, Karl Aquino, Vikas Mittal, and Richard Swartz*
- 771 Dynamics of the Job Search Process: Developing and Testing a Mediated Moderation Model  
*Shuhua Sun, Zhaoli Song, and Vivien K. G. Lim*
- 785 Not All Anger Is Created Equal: The Impact of the Expresser's Culture on the Social Effects of Anger in Negotiations  
*Hajo Adam and Aiwa Shirako*
- 799 A Field Experiment: Reducing Interpersonal Discrimination Toward Pregnant Job Applicants  
*Whitney Botsford Morgan, Sarah Singletary Walker, Michelle (Mikki) R. Hebl, and Eden B. King*

## Research Reports

- 810 When in Doubt, Seize the Day? Security Values, Prosocial Values, and Proactivity Under Ambiguity  
*Adam M. Grant and Nancy P. Rothbard*
- 820 Core Self-Evaluations and Training Effectiveness: Prediction Through Motivational Intervening Mechanisms  
*Daniel S. Stanhope, Samuel B. Pond III, and Eric A. Surface*
- 832 Idiosyncratic Deals and Employee Outcomes: The Mediating Roles of Social Exchange and Self-Enhancement and the Moderating Role of Individualism  
*Jun Liu, Cynthia Lee, Chun Hui, Ho Kwong Kwan, and Long-Zeng Wu*
- 841 The Relational Antecedents of Voice Targeted at Different Leaders  
*Wu Liu, Subrahmaniam Tangirala, and Rangaraj Ramanujam*

(Contents continue)



- 852 Reducing Job Insecurity and Increasing Performance Ratings: Does Impression Management Matter?  
Guo-hua Huang, Helen Hailin Zhao, Xiong-ying Niu, Susan J. Ashford, and Cynthia Lee
- 863 Surveying for "Artifacts": The Susceptibility of the OCB-Performance Evaluation Relationship to  
Common Rater, Item, and Measurement Context Effects  
Nathan P. Podsakoff, Steven W. Whiting, David T. Welsh, and Ke Michael Mai

#### Other

- 809 Call for Nominations
- 831 E-Mail Notification of Your Latest Issue Online!
- v Instructions to Authors
- 874 Members of Underrepresented Groups: Reviewers for Journal Manuscripts Wanted
- ii New Editors Appointed, 2015–2020

### New Editors Appointed, 2015–2020

The Publications and Communications Board of the American Psychological Association announces the appointment of 6 new editors for 6-year terms beginning in 2015. As of January 1, 2014, manuscripts should be directed as follows:

- *Behavioral Neuroscience* (<http://www.apa.org/pubs/journals/bne/>), **Rebecca Burwell, PhD**, Brown University
- *Journal of Applied Psychology* (<http://www.apa.org/pubs/journals/apl/>), **Gilad Chen, PhD**, University of Maryland
- *Journal of Educational Psychology* (<http://www.apa.org/pubs/journals/edu/>), **Steve Graham, EdD**, Arizona State University
- *JPSP: Interpersonal Relations and Group Processes* (<http://www.apa.org/pubs/journals/psp/>), **Kerry Kawakami, PhD**, York University, Toronto, Ontario, Canada
- *Psychological Bulletin* (<http://www.apa.org/pubs/journals/bul/>), **Dolores Albarracín, PhD**, University of Pennsylvania
- *Psychology of Addictive Behaviors* (<http://www.apa.org/pubs/journals/adb/>), **Nancy M. Petry, PhD**, University of Connecticut School of Medicine

**Electronic manuscript submission:** As of January 1, 2014, manuscripts should be submitted electronically to the new editors via the journal's Manuscript Submission Portal (see the website listed above with each journal title).

Current editors Mark Blumberg, PhD, Steve Kozlowski, PhD, Arthur Graesser, PhD, Jeffry Simpson, PhD, Stephen Hinshaw, PhD, and Stephen Maisto, PhD, will receive and consider new manuscripts through December 31, 2013.