

Jisoo Ock

Assistant Professor

Department of Business Administration, Pusan National University

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[Selection & Assessment Lab](#)

Education

Rice University

Ph.D. in Industrial-Organizational Psychology 2012 – 2014

Advisor: Fred Oswald

Dissertation: Why do raters pursue different rating goals? The role of rater personality and accountability context.

Committee: Fred Oswald (chair), Margaret Beier, Brent Smith, and Anton Villado.

M.A. in Industrial-Organizational Psychology 2009 – 2012

University of Minnesota – Twin Cities 2004 – 2008

B.A. in Psychology

Academic Appointment

Assistant Professor *Sep. 2019 – Present*

Department of Business Administration

Pusan National University

Postdoctoral Fellow *Jun. 2017 – Aug. 2018*

Division of Psychology

Nanyang Technological University

Research Interests and Expertise

Personnel selection, performance management, adverse impact, personality, psychological assessment, scale development, academic performance

Professional Services

Editorial Board

조직과 인사관리연구 (*Journal in Korean*)

Assistant Editor

Journal of Business and Psychology

Ad Hoc Reviewer

Archives of Scientific Psychology

Information Technology and People

Journal of Business and Psychology

Journal of Management and Organization

Journal of Research in Personality

Korean Management Review

Psychological Reports

Teaching and Learning in Medicine

Conference Reviewer

Society for Industrial and Organizational Psychology

Publications: Peer-Reviewed

* denotes graduate student collaborator

Ock, J., McAbee, S. T., Ercan, S., Shaw, A., & Oswald, F. L. (in press). Reliability generalization analysis of the Core Self-Evaluations Scale. *Practical Assessment, Research, and Evaluation*.

Ock, J., & An, H.* (in press). Machine learning approach to personality assessment and its application to personnel selection: A brief review of the current research and suggestions for the future. *Korean Journal of Industrial and Organizational Psychology*.

Ock, J. (2020). How satisfied are you with your job? Estimating the reliability of scores on a single-item job satisfaction measure. *International Journal of Selection and Assessment*, 28, 297-309.

Ock, J., McAbee, S. T., Mulfinger, E., & Oswald, F. L. (2020). The practical effects of measurement invariance: Gender invariance in two Big Five personality measures. *Assessment*, 27, 657-674.

Ock, J., & Oswald, F. L. (2018). The utility of personnel selection decisions: Comparing compensatory and multiple-hurdle selection models. *Journal of Personnel Psychology*, 17, 172-182.

Ock, J. (2016). Construct validity evidence for multisource performance ratings: Is interrater reliability enough? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 9, 329-333.

Hough, L. M., Oswald, F. L., & Ock, J. (2015). Beyond the Big Five—A paradigm shift in researching the structure and role of personality in organizations. *Annual Review of Organizational Psychology and Organizational Behavior*, 2, 183-209.

Media attention (August, 2016): This article was introduced on Rice Business Wisdom (<http://ricebusinesswisdom.com/frederick-oswald/big-data-and-organizational-research-change-how-we-understand-work-today/>).

Ock, J., & Oswald, F. L. (2015). Managing the interpersonal aspect of performance management. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 8, 111-119.

Media attention (May, 2015): This article was introduced on Rice News (<http://news.rice.edu/2015/05/11/is-it-time-to-ditch-annual-performance-reviews-2/>).

Oswald, F. L., Ercan, S., McAbee, S. T., Ock, J., & Shaw, A. (2015). Imperfect corrections or correct imperfections? Psychometric corrections in meta-analysis. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 8, 1-4.

Publications: Book Chapters

Oswald, F. L., Putka, D. J., & Ock, J. (2015). *Weight a minute, what you see in a weighted composite is probably not what you get!* In C. E. Lance & R. J. Vandenberg (Eds.). *More statistical myths and urban legends* (pp. 187-205). New York: Taylor & Francis.

Oswald, F. L., Hough, L. M., & Ock, J. (2013). Theoretical and empirical structures of personality: Implications for measurement, modeling, and prediction. In N. D. Christiansen & R. P. Tett (Eds.). *Handbook of personality at work* (pp. 11-29). New York: Routledge.

Conference Presentations

Ock, J., & McAbee, S. T. (2021). *Gender differences in the HEXACO personality traits: To what extent are they real?* Poster to be presented at the 36th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Ock, J. (2021). *An exploratory analysis of domestic ICT workers' dissatisfaction with their jobs and differences between former and incumbent employees: Application of topic modeling.* Discussant at the Special Academic Conference of the School of Social Sciences at Pusan National University.

Ock, J. (2020). *Single-item measure of job satisfaction: A test of reliability and stability.* Poster presented at the 35th Annual Conference of the Society for Industrial and Organizational Psychology.
Presented virtually due to cancellation (Covid-19 pandemic) – Presentation available online at youtu.be/FMSBC677q1E

Ock, J., McAbee, S. T., Ercan, S., Xiao, T. A., & Oswald, F. L. (2019). *The theory and measurement of core self-evaluations: A reliability generalization analysis.* Poster presented at the 19th European Association of Work and Organizational Psychology, Turin, Italy.

Ock, J., & Oswald, F. L. (2017). *Retesting in personnel selection: The impact of test reliability.* Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Ock, J., & Oswald, F. L. (2014). *Definitions and detection of outlier effects in meta-analysis.* Symposium presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Ock, J., & Nye, C. D. (2014). *The wild frontiers of measurement invariance.* Symposium co-chaired with C. D. Nye at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

- Ock, J., & Oswald, F. L. (2014). *Implications of measurement nonequivalence on scale reliability*. Symposium presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Ock, J., & Oswald, F. L. (2013). *Convergence of practical – statistical significant indices in measurement invariance*. Poster presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- Ock, J., Oswald, F. L., & Hough, L. M. (2013). *Theoretical and empirical structures of personality: Implications for measurement, modeling, and prediction*. Symposium presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- Ock, J., & Oswald, F. L. (2011). *Practical impact of predictor reliability for personnel selection decisions*. Poster presented at the 26th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Teaching Experience

Pusan National University

Business Analytics: Spring 2020; Instructor
Human Resource Management: Fall 2019, 2020; Instructor
Human Resource Management (grad): Fall 2019; Instructor
People Analytics (grad): Fall 2020; Instructor
Financial Statistical Analysis: Fall 2020; Instructor
Principles of Management: Fall 2019, Spring 2020; Instructor

Nanyang Technological University

Laboratory in I/O Psychology: Semester 2, 2018; Instructor

Rice University

Introduction to Psychology: Fall 2013, Spring 2013; Teaching Assistant
Introduction to I/O Psychology: Spring 2010; Teaching Assistant
Statistical Methods – Psychology: Spring 2011; Teaching Assistant

Invited Talks

- Ock, J. (2019, June). *The modeling and assessment of job performance*. Presentation given at Pusan National University.
- Ock, J. (2018, February). *Personality and prosocial knowledge as predictors of prosocial feedback delivery*. Presentation given at Nanyang Technological University.
- Ock, J. (2017, September). *Retesting in personnel selection: The impact of test reliability*. Presentation given at Singapore Management University.

Media attention (October 2017): This presentation was introduced on Perspectives@SMU (<https://www.smu.edu.sg/perspectives/2017/10/26/testing-retesting-and-selecting-right-job-applicant>).

Ock, J. (2014, March). *Bicultural individuals: Cultural chameleons or cultural iconoclasts?* Presentation given at the Industrial/Organizational Research Seminar at Rice University.

Ock, J. (2013, July). *Personality: A brief introduction and discussion of its theoretical and empirical structures.* Presentation given at Assessta, Seoul, South Korea.

Ock, J., & Oswald, F. L. (2011, April). *Practical impact of predictor reliability for personnel selection decisions.* Presentation given at the Industrial/Organizational Research Seminar at Rice University.

Technical Reports

Trump, R. C. E., Ock, J., & Villado, A. J. (2014). *Assessing the hurdles that Genesys Works students face: A process for analysis* (Internal Report). Houston, TX: Genesys Works.

Oswald, F. L., Ercan, S., McAbee, S. T., Ock, J., & Xiao, T. (2013). *Saxon interim report: Employee Safety Inventory (ESI) and Mechanical Reasoning Test* (Internal Report). The Woodlands, TX: Saxon Drilling.

Hough, L. M., Shultz, M., & Ock, J. (2012). *Special Project for Golden Gate Law School.* Saint Paul: Dunnette Group, Ltd.

Oswald, F., Ghandour, L., McAbee, S., & Ock, J. (2011). *AP English Language and Composition, AP Biology and AP Calculus AB: Relationships with first-year GPA, subject GPA and retention to the second year* (Internal Report). New York: The College Board.

Applied Research and Consulting Experience

Genesys Works

2013 – 2014

Genesys Works is a non-profit organization that provides intensive job training to inner-city high school students. This project entailed identifying possible hurdles that impede or obstruct students' entry into and/or completion of the program, and developing a scale that identifies students who are at-risk of dropping out of the job training programs that Genesys Works offers. Part of a research team under the direction of Dr. Anton Villado, Rice University.

Saxon Drilling

2012

Produced an internal report for Saxon Drilling on employee safety and mechanical reasoning measures. Part of a research team under the direction of Dr. Fred Oswald, Rice University.

Dunnette Group, Ltd

2012

Conducted validity and reliability analysis for the Accomplishment and Experience Record (AER) – a measure used to evaluate incoming law school students to predict job performance as practicing attorney. Part of a research team under the direction of Dr. Leaetta Hough, Dunnette Group, Ltd; and Marjorie Shultz, University of California, Berkeley.

College Board

2010 – 2011

Took part in conceptualization, data management, data analysis, and writing in an internal report for the College Board on Advanced Placement Exams. Final dataset for this project included more than 200,000 subjects. Part of a research team under the direction of Dr. Fred Oswald, Rice University.

Assessta

January 2009 – March 2009

Assisted in assessment center for selection in Korean Ministry of Foreign Affairs and Seoul Municipal Office. Conducted item translation in Myers-Briggs Type Indicator and Strong Interest Inventory.

External Grants

National Research Foundation of Korea

2020-2023

Korea-China Joint Research on Behavioral Response to Public Health Emergencies

₩180 million ≈ \$162,700 (Co-I, Taeho Hong PI)

The Korean Honor Scholarship

2012

Scholarship from Consulate General of Republic of Korea

\$1,000

Internal Grants

Pusan National University New Faculty Member Research Grant

2019 – 2020

Predictors of feedback delivery behavior

₩10,000,000 ≈ \$10,000 (PI)

Pusan National University Research Grant

2019 – 2020

Effect of biased resume evaluation on personnel selection outcomes

₩10,000,000 ≈ \$10,000 (PI)

Postdoctoral Fellow Research Grant

2019 – 2020

Research grant from Nanyang Technological University

S\$5,000

Professional Memberships and Services

Academy of Management	2012 – Present
American Psychological Association <i>Evaluation, Measurement, and Statistics – APA Division 5</i>	2011 – Present
Association of Psychological Science <i>Campus Representative for Rice University (2011–2013)</i>	2011 – Present
Society for Industrial/Organizational Psychology <i>Cultural and Ethnic Minority Affairs Committee (2015-2016)</i>	2009 – Present
Rice University <i>I/O Psychology Research Seminar Co-Coordinator</i>	2012 – 2013
Korean Society for Industrial/Organizational Psychology	2015 – Present
European Association of Work and Organizational Psychology	2018 – Present

Professional Service – Internal

Doctoral Thesis Committees

Pusan National University
Kibeom Kim (chair, pending)
Shirley Wang (Dec. 2020)
An Na (Oct. 2019)

Master's Thesis Committees

Pusan National University
Hojin Cho (chair, pending)

Undergraduate Research Advisor

Nanyang Technological University
Brenda Choo (Jul. 2018)

Other Services

Pusan National University

University:

PNU International Relations (Committee Member, 2020-present)

College:

Management Research Institute (Committee Member, 2020-present)

Department:

Brain Korea 21 Education and Research Institute (Head of Research, 2020-present)

7-year grant (≈ \$700,000) from the South Korean Ministry of Education to aid and support graduate education