

**Jisoo Ock**

Assistant Professor

Department of Business Administration, Pusan National University

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[Selection & Assessment Lab](#)**Education**

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**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**

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**Assistant Professor***Sep. 2019 – Present*

Department of Business Administration

Pusan National University

**Postdoctoral Fellow***Jun. 2017 – Aug. 2018*

Division of Psychology

Nanyang Technological University

**Professional Services**

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**Editorial Board**조직과 인사관리연구 (*Journal in Korean*), 2021-2023**Assistant Editor***Journal of Business and Psychology*, 2013-2014**Ad Hoc Reviewer***Archives of Scientific Psychology**Asia-Pacific Journal of Management**Frontiers in Psychology**Information Technology and People**International Journal of Testing**Journal of Business and Psychology**Journal of Management and Organization**Journal of Negotiation Studies**Journal of Research in Personality**Korean Corporation Management Review**Korean Journal of Industrial and Organizational Psychology**Korean Management Review**PLOS ONE**Psychological Reports**Teaching and Learning in Medicine*

Conference Reviewer

*Society for Industrial and Organizational Psychology*

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**Publications: Peer-Reviewed**

\* denotes graduate student collaborator

Cho, H.\*, Li, F.\*, Ma, H.\*, & Ock, J. (2022). Validation and factor structure analysis of the K-Dirty Dozen: A Korean version of a short-form measure of the Dark Triad. *Korean Journal of Industrial and Organizational Psychology*.

Ock, J., McAbee, S. T., Ercan, S., Shaw, A., & Oswald, F. L. (2021). Reliability generalization analysis of the Core Self-Evaluations Scale. *Practical Assessment, Research, and Evaluation, 26*, Article 6.

Ock, J., & An, H.\* (2021). 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, 34*, 213-236.

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.

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### Publications: Book Chapters

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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.

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### Conference Presentations

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Hong, M., & Ock, J. (2022). *Analysis of changes in job satisfaction for re-employers using longitudinal data*. Poster presented at the Biannual Conference of the Korean Society for Industrial and Organizational Psychology.

Li, F., & Ock, J. (2022). *Meta-analysis of the relationship between the dark triad and counterproductive work behavior*. Poster presented at the Biannual Conference of the Korean Society for Industrial and Organizational Psychology.  
\*Recipient of the Outstanding Poster Award

Ock, J., & Chernyaeva, O. (2022). *Effect of COVID-19 on college academic experience: A text mining approach*. Poster presented at the 37<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.

Ock, J., & Pang, J. S. (2022). *Effect of personality and knowledge about professional conduct on feedback delivery*. Poster presented at the 37<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.

Wu, F., Ercan, S., Ock, J., & Oswald, F. L. (2022). *Descriptive graphics for meta-analysis: A new Shiny approach*. Poster presented at the 37<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.

Ock, J., & McAbee, S. T. (2021). *Gender differences in the HEXACO personality traits: To what extent are they real?* Poster presented at the 36<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology. New Orleans, NO.

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 35<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX.
- 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 19<sup>th</sup> 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 32<sup>nd</sup> 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 29<sup>th</sup> 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 29<sup>th</sup> 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 29<sup>th</sup> 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 28<sup>th</sup> 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 28<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- McAbee, S. T., Ock, J., & Oswald, F. L. (2012). *Implications of measurement invariance for the development of short-form measures*. Symposium presented at the 27<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Ock, J., & Oswald, F. L. (2011). *Practical impact of predictor reliability for personnel selection decisions*. Poster presented at the 26<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

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## Teaching Experience

### Pusan National University

Business Analytics

Human Resource Management  
 Human Resource Management (grad)  
 People Analytics (grad)  
 Financial Statistical Analysis  
 Principles of Management

### **Nanyang Technological University**

Laboratory in I/O Psychology

### **Rice University**

Introduction to Psychology; Teaching Assistant  
 Introduction to I/O Psychology; Teaching Assistant  
 Statistical Methods – Psychology; Teaching Assistant

### **Invited Talks**

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Ock, J. (2021, April). *Open science in management: What is it and why do we need it?*  
 Presentation given at Pusan National University.

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**

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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**

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#### **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

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National Research Foundation of Korea <i>Korea-China Joint Research on Behavioral Response to Public Health Emergencies</i> ₩180 million ≈ \$162,700 (Co-I, Taeho Hong PI)	2020-2023
The Korean Honor Scholarship <i>Scholarship from Consulate General of Republic of Korea</i> \$1,000	2012

### Internal Grants

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Brain Korea 21 New Faculty Member Research Grant <i>Validation of Korean version of Dirty Dozen scale</i> ₩10,000,000 ≈ \$10,000 (PI)	2021 – 2023
Pusan National University New Faculty Member Research Grant <i>Predictors of feedback delivery behavior</i> ₩10,000,000 ≈ \$10,000 (PI)	2019 – 2020
Pusan National University Research Grant <i>Effect of biased resume evaluation on personnel selection outcomes</i> ₩10,000,000 ≈ \$10,000 (PI)	2019 – 2020
Postdoctoral Fellow Research Grant <i>Research grant from Nanyang Technological University</i> S\$5,000	2019 – 2020

### Professional Memberships and Services

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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

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### **Professional Service – Internal**

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#### ***Doctoral Thesis Committees***

*Pusan National University*

Jungmi Lee (Dec. 2021)

Shirley Wang (Dec. 2020)

An Na (Oct. 2019)

#### ***Master's Thesis Committees***

*Pusan National University*

Hong Ma (chair, pending)

Fengge Li (chair, pending)

Hojin Cho (chair, Dec. 2021)

#### ***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*