

# CONTENTS

<i>List of Contributors</i>	ix
Introduction <i>Charles E. Lance and Robert J. Vandenberg</i>	1
<b>PART I</b>	
<b>General Issues</b>	<b>7</b>
1 Is Ours a Hard Science (and Do We Care)? <i>Ronald S. Landis and José M. Cortina</i>	9
2 Publication Bias: Understanding the Myths Concerning Threats to the Advancement of Science <i>George C. Banks, Sven Kepes and Michael A. McDaniel</i>	36
<b>PART II</b>	
<b>Design Issues</b>	<b>65</b>
3 Red-Headed No More: Tipping Points in Qualitative Research in Management <i>Anne D. Smith, Laura T. Madden and Donde Ashmos Plowman</i>	67

4	Two Waves of Measurement Do Not a Longitudinal Study Make	85
	<i>Robert E. Ployhart and William I. MacKenzie Jr.</i>	
5	The Problem of Generational Change: Why Cross-Sectional Designs Are Inadequate for Investigating Generational Differences	100
	<i>Brittany Gentile, Lauren A. Wood, Jean M. Twenge, Brian J. Hoffman and W. Keith Campbell</i>	
6	Negatively Worded Items Negatively Impact Survey Research	112
	<i>Dev K. Dalal and Nathan T. Carter</i>	
7	Missing Data Bias: Exactly How Bad Is Pairwise Deletion?	133
	<i>Daniel A. Newman and Jonathan M. Cottrell</i>	
8	Size Matters . . . Just Not in the Way that You Think: Myths Surrounding Sample Size Requirements for Statistical Analyses	162
	<i>Scott Tonidandel, Eleanor B. Williams and James M. LeBreton</i>	

**PART III**

**Analytical Issues 185**

9	Weight a Minute . . . What You See in a Weighted Composite Is Probably Not What You Get!	187
	<i>Frederick L. Oswald, Dan J. Putka and Jisoo Ock</i>	
10	Debunking Myths and Urban Legends about How to Identify Influential Outliers	206
	<i>Herman Aguinis and Harry Joo</i>	
11	Pulling the Sobel Test Up By Its Bootstraps	224
	<i>Joel Koopman, Michael Howe and John R. Hollenbeck</i>	

**PART IV**

**Inferential Issues 245**

12	“The” Reliability of Job Performance Ratings Equals 0.52	247
	<i>Dan J. Putka and Brian J. Hoffman</i>	

13	Use of “Independent” Measures Does Not Solve the Shared Method Bias Problem <i>Charles E. Lance and Allison B. Siminovsky</i>	276
14	The Not-So-Direct Cross-Level Direct Effect <i>Alexander C. LoPilato and Robert J. Vandenberg</i>	292
15	Aggregation Aggravation: The Fallacy of the Wrong Level Revisited <i>David J. Woehr, Andrew C. Loignon and Paul Schmidt</i>	311
16	The Practical Importance of Measurement Invariance <i>Neal Schmitt and Abdifatah A. Ali</i>	327
	<i>Index</i>	347