

OMICS GROUP



OMICS Group International through its Open Access Initiative is committed to make genuine and reliable contributions to the scientific community. OMICS Group hosts over **400** leading-edge peer reviewed Open Access Journals and organizes over **300** International Conferences annually all over the world. OMICS Publishing Group journals have over **3 million** readers and the fame and success of the same can be attributed to the strong editorial board which contains over **30000** eminent personalities that ensure a rapid, quality and quick review process. OMICS Group signed an agreement with more than **1000** International Societies to make healthcare information Open Access.

OMICS Journals are welcoming Submissions

OMICS Group welcomes submissions that are original and technically so as to serve both the developing world and developed countries in the best possible way.

OMICS Journals are poised in excellence by publishing high quality research. OMICS Group follows an Editorial Manager® System peer review process and boasts of a strong and active editorial board.

Editors and reviewers are experts in their field and provide anonymous, unbiased and detailed reviews of all submissions. The journal gives the options of multiple language translations for all the articles and all archived articles are available in HTML, XML, PDF and audio formats. Also, all the published articles are archived in repositories and indexing services like DOAJ, CAS, Google Scholar, Scientific Commons, Index Copernicus, EBSCO, HINARI and GALE.

For more details please visit our website:

<http://omicsonline.org/Submitmanuscript.php>

Editorial Board Member

Dr. Nhung T. Nguyen

Associate Professor

Department of Management

College of Business & Economics

Towson University, USA

Tel. 410-704-2900



Background

- My research interests span three management areas:
 - Human Resource Management
 - Organizational Behavior
 - Research Methods

Research Interests in HRM

- Within Human Resource Management (HRM), my research interests include personality testing in HR selection.
 - Primarily, I'm interested in how the psychometric structure of personality is influenced by faking. The validity of personality tests is also an interest of mine. Examples of my publications in this area include:
 - Biderman, M., **Nguyen, N. T.** & Sebren, J. (2008). Time-on-task mediates the Conscientiousness – Performance Relationship. *Personality and Individual Differences, 44*: 887-897.

Research interests in HRM...

- More publications in personality:
 - **Nguyen, N.T.**, Allen, C.L., & Fraccastoro, K. (2005). Personality predicts academic performance: Exploring the moderating role of gender. *Journal of Higher Education Policy and Management*, 27, 105-117.
 - Reddock, C.M., Biderman, M.D., & **Nguyen, N. T.** (2011). The relationship of reliability and validity of personality tests to frame-of-reference instructions and within-person inconsistency. *International Journal of Selection and Assessment*, 19, 119-131.

Research interests in HRM...

- More publications in personality:
 - Tabak, F., **Nguyen, N. T.**, Basuray, M. T., & Darrow, W. (2009). Exploring the impact of conscientiousness, extraversion, and emotional stability on performance: How time-on-task moderates the mediation by self-efficacy. *Personality & Individual Differences, 47*, 823-828.

Research interests in HRM...

- I'm also interested in situational judgment testing (SJT) for HR selection. Specifically, I'm interested in how the validity of SJTs can be influenced by applicant faking and the extent to which ethnic and sex differences exist in SJTs. Examples of publications in this area include:
 - **Nguyen, N.T.**, Biderman, M.D., & McDaniel, M.A. (2005). The effect of Response Instructions on faking a Situational Judgment Test. *International Journal of Selection and Assessment*, 13, 250-260.

Research interests in HRM...

- More publications in SJTs:
 - **Nguyen, N.T.**, & McDaniel, M.A. (2003). Response instructions and racial differences in a situational judgment test. *Applied H.R.M. Research*, 8, 33 - 44.
 - McDaniel, M. A., & **Nguyen, N. T.** (2001). Situational judgment tests: A review of practice and constructs assessed. *International Journal of Selection and Assessment*, 9, 103-113.

Research interests in HRM...

- Editorials in HR selection:
 - **Nguyen, N.T.** (2014). Employer's Use of Social Networking Sites in Applicant Screening: An Unethical and Potentially Illegal Practice. *Journal of Business & Financial Affairs*, 3(1), doi:10.4172/2167-0234.1000e138
 - **Nguyen, N.T.** (2014) Forced-Choice Personality Assessment in Organizational Human Resource Selection. *Journal of Entrepreneurship & Organization Management*, 3(1), doi: 10.4172/2169-026X.1000e110

Research interests in HRM...

- **Nguyen, N.T.** (2013). Ethics in Employee Selection: What you want to know but are afraid to ask. *Journal of Business & Financial Affairs*, 2(1), doi:10.4172/2167-0234.1000e124.
- **Nguyen N.T.** (2012) Can Open Access Journals Help Uphold the Value of Research Integrity? *Journal of Business & Financial Affairs*, 1(1) doi:10.4172/bsfa.1000e102.

Research in Organizational Behavior

- Within the field of organizational behavior, I am interested in how impression management and social capital play a role in personnel selection as well as teamwork. Examples of my publications in this area include:
 - **Nguyen, N. T.**, Allen, C. L., & Godkin, R. L. (2006). Recruiters' assessment and use of social capital in résumé screening. *Journal of Applied Social Psychology, 36*, 1813-1832.
 - **Nguyen, N. T.** (2006).). Recruiter's use of friendship in résumé assessment: When qualification does not always make the cut. *Applied H.R.M. Research, 10*, 1-14.
 - **Nguyen, N. T.**, Seers, A., & Hartman, N. (2008). Putting a Good Face on Impression Management: Team Citizenship and Satisfaction. *Journal of Behavioral and Applied Management, 9*: 148-168.

Research in OB...

- I am interested in investigating what drives entrepreneurs to establish their businesses. For example, I looked at personal values as predictors of entrepreneurial survival and success.
- An example of a publication in this area is:
 - Nguyen, H. D., & **Nguyen, N. T.** (2008). Examining Personal Values and Entrepreneurial Motives of Vietnamese Entrepreneurs in the 21st Century: Two Empirical Studies. *African and Asian Studies*, 7: 141-171.

Research in OB...

- I'm also interested in business ethics education. Specifically, I want to know how ethics education plays a role in shaping ethical intent and ethical behavior. Examples of my publications in this area include:
 - **Nguyen, N.T.**, Basuray, M.T., Smith, W., Kopka, D., & McCulloh, D. (2008). Moral issues and gender differences in ethical judgment using the Reidenbach & Robin's (1990) Multidimensional Ethics Scale: Implications for Teaching Business Ethics. *Journal of Business Ethics*, 77: 417-440.

Research in OB...

- More publications in business ethics education:
 - **Nguyen, N.T.**, Basuray, M.T., Smith, W.P., Kopka, D., & McCulloh, D. (2008). Perception of business ethics: Does teaching make a difference? *Journal of Education for Business*, 84: 66-75.
 - **Nguyen, N.T.**, Basuray, M.T., Kopka, D., & McCulloh, D. (2012). Moral awareness in business ethics education: An Empirical investigation. *Journal of Business Ethics Education*, 9, 79-100

Research in OB...

- Recently, I have expanded my research interests to include hybrid/on-line teaching.
- This interest originates from my teaching, which has shifted to hybrid and on-line teaching over the past 5 years.
- I'm interested in examining how student learning is influenced by hybrid and/or on-line teaching compared to a traditional face-to-face classroom teaching.
 - Specifically, I looked at the role of self-regulation in predicting which students will be more successful in on-line/hybrid learning vs. face-to-face learning.

Research in OB...

- Examples of publications in hybrid/on-line learning includes:
 - Tabak, F., & **Nguyen, N.T.** (2013). Technology Acceptance and Performance in Online Learning Environments: Impact of Self-Regulation. *Journal of Online Learning & Teaching, 9*, 116-130.
 - Tabak, F., **Nguyen, N.T.** & Rampal, R. (November, 2014). Self-regulation and Acceptance of Online learning technology. *Proceedings of the 2014 Annual Conference of the Southern Management Association.*

Research in Statistical Methods

- I'm interested in research synthesis. Specifically, I'm interested in conducting meta-analyses to synthesize research using primary studies.
- Examples of my publications using meta-analyses include:
 - Whetzel, D.L, McDaniel, M.A., & **Nguyen, N.T.** (2008). A meta-analysis of subgroup differences in situational judgment tests. *Human Performance*, 21: 291-309.
 - Williams, M.L., McDaniel, M.A., & **Nguyen, N.T.** (2006). A meta-analysis of the antecedents and consequences of pay-level satisfaction. *Journal of Applied Psychology*, 91, 392-413.

Research in Statistical Methods

- Another interest I have is in the role of the Structural Equations models (SEM) in improving the measurement of substantive constructs.
 - I'm interested in utilizing SEM to model a bi-factor or general factor to extract a purified measure of a substantive construct. Empirical evidence showed that this approach has improved the criterion-related validity of the substantive factor/variable.

Research in Methods...

- The bi-factor is also known as a common method factor. This factor is loaded on all items of a multi-dimensional measure. Thus, it is assumed to be orthogonal to substantive factors while the substantive factors can be correlated with each other.

Research interests in methods...

- Examples of publications in which SEM was used to measure a bi-factor or a general factor of a multi-dimensional construct to remove the bi-factor variance include:
 - Biderman, M.D., **Nguyen, N.T.**, Cunningham, C.L.J., & Nima, G. (2011). The ubiquity of method variance: The case of the Big Five. *Journal of Research in Personality*, 45, 417-429.
 - **Nguyen, N.T.**, Biderman, M.D., & McNary, L. (2010). A validation study of the Multicultural Adaptability Inventory. *International Journal of Training & Development*, 14(2), 112-129.

Research interests in methods...

- More publications in statistical methods:
 - **Nguyen, N.T., & Biderman, M.D. (2008).** Studying ethical judgment using structural equations: Evidence from the Multidimensional Ethics Scale. *Journal of Business Ethics, 83*: 627-640.

Current Research Projects

- I have been working on a large dataset that I collected while on sabbatical in the fall of 2012.
 - I compared the psychometric properties of two prominent personality measures: the Occupational Personality Questionnaire (OPQ) and the International Personality Item Pool (IPIP)
 - I examined the role of item format (i.e., Likert type vs. ipsative) in predicting the criterion-related validity of the above two personality measures.
 - Several conference papers and proceedings have been presented/published from that dataset.

Current research projects...

- **Nguyen, N.T. & Biderman, M.D.** (August, 2013). *Predicting counterproductive work behavior from a bi-factor model of personality*. Proceedings of the Annual Meeting of the Academy of Management, Orlando – FL.
- **Nguyen, N.T., Biderman, M.D., & Bartram, D.** (May, 2014). *Bifactor models of Likert and forced choice personality measures*. Paper presented at the Annual Meeting of the Society for Industrial & Organizational Psychology, Honolulu – HI.
- **Nguyen, N.T., & Biderman, M.D.** (September, 2014). *Using bi-factor model of personality to predict performance and counterproductive work behavior*. To be presented at the Annual Meeting of the Irish Academy of Management, Limerick – Ireland.

OMICS GROUP



OMICS Group International through its Open Access Initiative is committed to make genuine and reliable contributions to the scientific community. OMICS Group hosts over **400** leading-edge peer reviewed Open Access Journals and organizes over **300** International Conferences annually all over the world. OMICS Publishing Group journals have over **3 million** readers and the fame and success of the same can be attributed to the strong editorial board which contains over **30000** eminent personalities that ensure a rapid, quality and quick review process. OMICS Group signed an agreement with more than **1000** International Societies to make healthcare information Open Access.

Business & Financial Affairs

- [Business and Economics Journal](#)
- [Accounting & Marketing](#)
- [Arabian Journal of Business and Management Review](#)



Business & Financial Affairs Related Conferences

- 2nd International Conference on Business Economics and Management



OMICS Group Open Access Membership

OMICS publishing Group Open Access Membership enables academic and research institutions, funders and corporations to actively encourage open access in scholarly communication and the dissemination of research published by their authors.

For more details and benefits, click on the link below:

<http://omicsonline.org/membership.php>

