

ZC.9.a.8040



7001512434

BOSTON SPA LS237BQ

Volume 5 ■ Issue 3
September 2012

Industrial and Organizational Psychology

PERSPECTIVES ON SCIENCE AND PRACTICE

■ **Learning Agility: In Search of Conceptual Clarity and Theoretical Grounding**

D. Scott DeRue, Susan J. Ashford, and Christopher G. Myers

With commentaries by:

Kenneth P. De Meuse, Guangrong Dai, Victoria V. Swisher, Robert W. Eichinger, and Michael M. Lombardo

Adam Mitchinson, Nathan M. Gerard, Kathryn S. Roloff, and W. Warner Burke

Nikita Arun, Patrick T. Coyle, and Neil Hauenstein

Shu Wang and Margaret E. Beier

Sarah A. Hezlett and Nathan R. Kuncel

Don Vandewalle

Bernd Carette and Frederik Anseel

Russell E. Johnson and Brent A. Scott

James W. Beck

■ **Diversity in Organizations and Cross-Cultural Work Psychology: What If They Were More Connected?**

Bernardo M. Ferdman and Lilach Sagiv

With commentaries by:

Katina Sawyer and Christian Thoroughgood

Patricia Denise J. Lopez and Jay M. Finkelman

Ajnesh Prasad

Eden B. King, David A. Kravitz, Tracy McCausland, and Samantha Paustian-Underdahl

Kathlyn Y. Wilson and Christina Schwabenland

Christopher C. Butts, Bianca Trejo, Kizzy M. Parks, and Daniel P. McDonald

Jennifer Feitosa, Rebecca Grossman, Chris W. Coultas, Maritza R. Salazar, and Eduardo Salas

George Graen, Chun Hui, and Mitsuru Wakabayashi

Meir Shemla and Bertolt Meyer



INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY

Perspectives on Science and Practice

ISSN 1754-9426

A Journal of the Society for Industrial and Organizational Psychology

Editor

Cynthia D. McCauley, Center for Creative Leadership

Publications Manager

Jenny Baker, Society for Industrial and Organizational Psychology

Editorial Board

Neil Anderson, Brunel University, United Kingdom
Winfred Arthur, Jr., Texas A&M University
Talya Bauer, Portland State University
Michael J. Burke, Tulane University
Allan H. Church, PepsiCo, Inc., Purchase, NY
José M. Cortina, George Mason University
Fritz Drasgow, University of Illinois at Urbana-Champaign
Miriam Erez, Technion, Haifa, Israel
Michael Frese, National University of Singapore
Mark A. Griffin, University of Western Australia
Milton D. Hakel, Bowling Green State University
Theodore L. Hayes, U.S. Office of Personnel Management
Beryl Hesketh, University of Western Sydney, Australia
George P. Hollenbeck, Hollenbeck Associates, Livingston, TX
John R. Hollenbeck, Michigan State University
Leaetta M. Hough, Dunnette Group, Ltd., St. Paul, MN
Ann Howard, Retired, Naples, FL
Jeff Johnson, Personnel Decisions Research Institute, Minneapolis, MN
Jerard F. Kehoe, Selection and Assessment Consulting, Olympia, WA
Richard J. Klimoski, George Mason University
Allen I. Kraut, Baruch College, CUNY
Hennie J. Kriek, TTS - Top Talent Solutions (USA) and University of South Africa
Morgan W. McCall, University of Southern California
Jeffrey J. McHenry, Rainier Leadership Solutions, Seattle, WA
Kevin R. Murphy, The Pennsylvania State University
Kenneth Pearlman, Creative Personnel Management Consulting, Sarasota, FL
Hannah R. Rothstein, Baruch College, CUNY
Ann Marie Ryan, Michigan State University
Lise Saari, New York University
Eduardo Salas, University of Central Florida
John C. Scott, APT, Inc., Darien, CT
Robert F. Silzer, HR Assessment and Development Inc./ Baruch College, CUNY; New York, NY
William J. Strickland, Human Resources Research Organization (HumRRO), Alexandria, Virginia
Nancy T. Tippins, CEB Valtera, Greenville, SC

Industrial and Organizational Psychology: Perspectives on Science and Practice

(ISSN 1754-9426) is published quarterly on behalf of the Society for Industrial and Organizational Psychology by Wiley Subscription Services, Inc., a Wiley Company, 111 River St., Hoboken, NJ 07030-5774. Blackwell Publishing, Inc. is now part of Wiley-Blackwell.

New orders, renewals, sample copy requests, claims, change of address information, and all other correspondence should be sent to Journals Customer Service at your nearest Wiley office.

Journal Customer Services: For ordering information, claims, and any inquiry concerning your journal subscription, please go to www.wileycustomerhelp.com/ask or contact your nearest office.

Americas: Email: cs-journals@wiley.com; Tel: +1 781 388 8598 or +1 800 835 6770 (toll free in the USA & Canada).

Europe, Middle East and Africa: Email: cs-journals@wiley.com; Tel: +44 (0) 1865 778315.

Asia Pacific: Email: cs-journals@wiley.com; Tel: +65 6511 8000.

Japan: For Japanese speaking support, Email: cs-japan@wiley.com; Tel: +65 6511 8010 or Tel (toll-free): 005 316 50 480.

Visit our Online Customer Get-Help available in 6 languages at www.wileycustomerhelp.com

Subscription Rates Volume 5, 2012 – 4 issues:

Annual Subscription	The Americas*	Europe (Euro Zone)**	Europe (non-Euro Zone)***	Rest of World
Personal: Print + Online*	\$107	€84	£53	£56
Institutional:				
Print + Premium Online**	\$505	€319	€319	\$491
Institutional:				
Premium Online Only	\$438	€277	€277	\$427

*Personal rate applies to subscriptions at a private address paid by personal check or credit card.

**Institutional premium rate includes online access to full text articles starting with 2011.

Where the subscription price includes print issues and delivery is to the recipient's address, delivery terms are Delivered Duty Unpaid (DDU); the recipient is responsible for paying any import duty or taxes. Title to all issues transfers FOB our shipping point, freight prepaid. We will endeavour to fulfil claims for missing or damaged copies within 6 months of publication, within our reasonable discretion and subject to availability.

Prices are exclusive of tax. Australian GST, Canadian GST and European VAT will be applied at the appropriate rates. For more information on current tax rates, please go to www.wileyonlinelibrary.com/tax-vat. The institutional price includes online access to the current and all online back files to January 1, 2008, where available. For other pricing options, including access information and terms and conditions, please visit www.wileyonlinelibrary.com/access. Please visit www.sioip.org for information about SIOIP and the journal editorial policy.

This journal is available online at Wiley Online Library. Visit <http://wileyonlinelibrary.com/> to search the articles and register for table of contents and e-mail alerts.

Access to this journal is available free online within institutions in the developing world through the HINARI initiative with the WHO. For information, visit www.healthinternetwork.org

Mailing: Journal is mailed Standard Rate. Mailing to rest of world by IMEX (International Mail Express). Canadian mail is sent by Canadian publications mail agreement number 40573520.

Postmaster: Send all address changes to *Industrial and Organizational Psychology*, Journal Customer Services, John Wiley & Sons Inc., 350 Main Street, Malden, MA 02148-5020.

Back Issues: Single issues from current and recent volumes are available at the current single issue price from Blackwell Publishing Journals. Earlier issues may be obtained from the Periodicals Service Company, 11 Main Street, Germantown, NY 12526, USA. Email: PSC@periodicals.com; Tel: (518) 537-4700; Fax: (518) 537-5899.

Copyright and Photocopying: © 2012 Society for Industrial and Organizational Psychology. All rights reserved. No part of this publication may be reproduced, stored, or transmitted in any form or by any means without the prior permission in writing from the copyright holder. Authorization to photocopy items for internal and personal use is granted by the copyright holder for libraries and other users registered with their local Reproduction Rights Organisation (RRO), e.g. Copyright Clearance Center (CCC), 222 Rosewood Drive, Danvers, MA 01923, USA (www.copyright.com), provided the appropriate fee is paid directly to the RRO. This consent does not extend to other kinds of copying such as copying for general distribution, for advertising or promotional purposes, for creating new collective works, or for resale. Special requests should be addressed to: permissionuk@wiley.com

Advertising: For advertising information please visit <http://wileyonlinelibrary.com/> or contact the Journal Advertising Sales Coordinator at CorporateSalesusa@wiley.com, 350 Main Street, Malden, MA 02148; Tel: (781) 388-8532; Fax: (781) 338-8532. This journal is printed on acid-free paper.

Wiley's Corporate Citizenship initiative seeks to address the environmental, social, economic, and ethical challenges faced in our business and which are important to our diverse stakeholder groups. We have made a long-term commitment to standardize and improve our efforts around the world to reduce our carbon footprint. Follow our progress at <http://www.wiley.com/go/citizenship>

Disclaimer: The Publisher, Society for Industrial and Organizational Psychology, and Editors cannot be held responsible for errors or any consequences arising from the use of information contained in this journal; the views and opinions expressed do not necessarily reflect those of the Publisher, Society, and Editors, neither does the publication of advertisements constitute any endorsement by the Publisher, Society, and Editors of the products advertised.