## **CONTENTS**

List	of Contributors	ix
	roduction arles E. Lance and Robert J. Vandenberg	1
PAF Ge	RT I neral Issues	7
1	Is Ours a Hard Science (and Do We Care)? Ronald S. Landis and José M. Cortina	9
2	Publication Bias: Understanding the Myths Concerning Threats to the Advancement of Science George C. Banks, Sven Kepes and Michael A. McDaniel	36
	रा ॥ sign Issues	65
3	Red-Headed No More: Tipping Points in Qualitative Research in Management Anne D. Smith, Laura T. Madden and Donde Ashmos Plowman	67

## vi Contents

4	Two Waves of Measurement Do Not a Longitudinal Study Make Robert E. Ployhart and William I. MacKenzie Jr.	85
5	The Problem of Generational Change: Why Cross-Sectional Designs Are Inadequate for Investigating Generational Differences Britany Gentile, Lauren A. Wood, Jean M. Twenge, Brian J. Hoffman and W. Keith Campbell	100
6	Negatively Worded Items Negatively Impact Survey Research Dev K. Dalal and Nathan T. Carter	112
7	Missing Data Bias: Exactly How Bad Is Pairwise Deletion?  Daniel A. Newman and Jonathan M. Cottrell	133
8	Size Matters Just Not in the Way that You Think: Myths Surrounding Sample Size Requirements for Statistical Analyses Scott Tonidandel, Eleanor B. Williams and James M. LeBreton	162
	RT III alytical Issues	185
An		<b>185</b> 187
<b>An</b> 9	Weight a Minute What You See in a Weighted Composite Is Probably Not What You Get!	
9 10	Weight a Minute What You See in a Weighted Composite Is Probably Not What You Get! Frederick L. Oswald, Dan J. Putka and Jisoo Ock  Debunking Myths and Urban Legends about How to Identify Influential Outliers	187
9 10 11	Weight a Minute What You See in a Weighted Composite Is Probably Not What You Get! Frederick L. Oswald, Dan J. Putka and Jisoo Ock  Debunking Myths and Urban Legends about How to Identify Influential Outliers Herman Aguinis and Harry Joo  Pulling the Sobel Test Up By Its Bootstraps	187 206

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