

Kenneth S. Shultz, Ph.D.

Department of Psychology, CSUSB

<https://search.csusb.edu/profile/kshultz>

kshultz@csusb.edu

NOTE: All publications and presentations are available as PDFs upon request
(except the books of course)

REPRESENTATIVE REFEREED JOURNAL PUBLICATIONS – 2010 to 2018 (listed in reverse chronological order) **Note:** * denotes student coauthor

*Tijunaitis, K., Jeske, D., & **Shultz, K.S.** (2019). Virtuality at work and social media use among dispersed workers: Promoting network ties, shared vision and trust. *Employee Relations: The International Journal*, . doi: <https://doi.org/10.1108/ER-03-2018-0093>

Jeske, D., & **Shultz, K.S.** (2019). Social media screening and content effects: Implications for job applicant reactions. *International Journal of Manpower*, 40, 73-86. doi: <https://doi.org/10.1108/IJM-06-2017-0138>

Jeske, D., **Shultz, K.S.**, & Owen, S. (2018). Perceived interviewee anxiety and performance in telephone interviews. *Evidence-based HRM: A global forum for empirical scholarship*, 6, 320-332. doi: 10.1108/EBHRM-05-2018-0033

*McKay, A.S., Garcia, D.M., Clapper, J.P., & **Shultz, K.S.** (2018). The attentive and the careless: Examining the relationship between benevolent and malevolent personality traits with careless responding in online surveys. *Computers in Human Behavior*, 84, 295-303. doi: <https://doi.org/10.1016/j.chb.2018.03.007>

Vogelsang, E.M., **Shultz, K.S.**, & Olson, D.A. (2018). Emotional Wellbeing Following a Later Life Career Change: The Roles of Agency and Resources. *International Journal of Aging and Human Development*, 87, 327-346. DOI: 10.1177/0091415017745972

Jeske, D., & **Shultz, K.S.** (2016). Using social media content for screening in recruitment and selection: pros and cons. *Work, Employment & Society*, 30(3), 535-546. doi: 10.1177/0950017015613746

Pundt, L., Wöhrmann, A.M., Deller, J., & **Shultz, K.S.** (2015). Differential predictors of post-retirement life and work satisfaction. *Journal of Managerial Psychology*, 30, 216-231. doi: 10.1108/JMP-08-2012-0250

*Kordbacheh, N., **Shultz, K.S.**, & Olson, D.A. (2014). Engaging mid and late career employees: The relationship between age and employee engagement, intrinsic motivation, and meaningfulness. *Journal of Organizational Psychology*, 14 (1), 11-25.

Kottke, J.L., *Valencia, L.A., & **Shultz, K.S.** (2013). Using a simulated selection interview as a final examination in a graduate personnel selection class. *Psychology Learning and Teaching*, 12, 290-296. Doi: [dx.doi.org/10.2304.plat.2013.12.3.290](https://doi.org/10.2304.plat.2013.12.3.290)

Olson, D.A., & **Shultz, K.S.** (2013). Employability and career success: The need for comprehensive definitions of career success. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 6, 17-20. doi: 1754-9426/13

Olson, D.A., Liu, J., & **Shultz, K.S.** (2012). The influence of Facebook usage on perceptions of social support, personal efficacy, and life satisfaction. *Journal of Organizational Psychology*, 12 (3/4), 133-144.

Shultz, K.S., Olson, D.A., & Wang, M. (2011). Overqualified employees: Perspectives of older workers. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 4, 247-249. doi: 17549426/11

Shultz, K.S., & Wang, M. (2011). Psychological perspectives on the changing nature of retirement. *American Psychologist*, 66, 170-179. doi: 10.1037/a0022411

Kottke, J.L., Olson, D.A., & **Shultz, K.S.** (2010). The Devil is in the Details: A Comment on [What Might This Be? Rediscovering the Rorschach as a Tool for Personnel Selection in Organizations \(Del Giudice, 2010\)](#). *Journal of Personality Assessment*, 92,610-612. doi: 10.1080/00223891.2010.513313

*Pengcharoen, C., & **Shultz, K.S.** (2010). The influences on bridge employment decisions. *International Journal of Manpower*, 31, 322-336. doi: 10.1108/01437721011050602

Shultz, K.S., & Henkens, K. (2010). Introduction to the changing nature of retirement. *International Journal of Manpower*, 31, 265-270. doi: 10.1108/01437721011050567

Shultz, K.S., Wang, M., & Olson, D.A. (2010). Role overload and underload in relation to occupational stress and health. *Stress and Health*, 26, 99-111. DOI: 10.1002/smi.1268

Shultz, K.S., Wang, M., Crimmins, E., & Fisher, G.F. (2010). Age Differences in the Demand-Control Model of Work Stress: An Examination of Data from 15 European Countries. *Journal of Applied Gerontology*, 29, 21-47. DOI: 10.1177/0733464809334286

Wang, M., & **Shultz, K.S.** (2010). Employee retirement: A review and recommendations for future investigation. *Journal of Management*, 36, 172-206. DOI: 10.1177/0149206309347957

BOOKS

Shultz, K.S., & Adams, G.A. (Eds.) (2019). [Aging and work in the 21st century](#), (2nd edition). New York: Psychology Press – [Published as part of the Applied Psychology Series]

Kaye, M., **Shultz, K.S.**, & Annesley, M. (2015). [Happy Retirement: The psychology of reinvention](#). United Kingdom: DK Publishing.

Shultz, K.S., Whitney, D.A., & Zickar, M.J. (2014). [Measurement theory in action: Case studies and exercises](#) (2nd edition). New York: Routledge Academic Press/Taylor & Francis Group.

Wang, M., Olson, D.A., & **Shultz, K.S.** (2013). [Mid and late career issues: An integrative perspective](#). New York: Routledge Academic Press/Taylor & Francis Group [ISBN 978-0-415-80495-0].

BOOK CHAPTERS

Olson, D.A., & **Shultz, K.S.** (2019). Lifespan perspective on successful aging at work. In B. Baltes, C. Rudolph, and H. Zacher (Eds), *Work over the lifespan* (Ch 9, pp. 215-234). New York: Elsevier Inc.

Feldman, D.C., & **Shultz, K.S.** (2019). Career embeddedness and career crafting among older workers. In K.S. Shultz and G.A. Adams (Eds), *Aging and Work in the 21st Century* (2nd edition) (Ch 9, pp. 191-212). New York: Routledge.

Adams, G.A., & **Shultz, K.S.** (2019). Introduction and overview. In K.S. Shultz and G.A. Adams (Eds.), *Aging and Work in the 21st Century* (2nd edition) (Ch 1, pp. 3-12). New York: Routledge.

Shultz, K.S., & Fisher, G.F. (2017). Aging and retirement behavior. In L. Riby (Ed.) *Handbook of Gerontology Research Methods: Understanding Successful Ageing* (Ch 7, pp. 118-136). New York: Routledge.

Kottke, J.L., Olson, D.A., & **Shultz, K.S.** (2016). Use of Practicum Classes to Solidify the Scientist-Practitioner Model in Master's Level Training. In C. Wankel and L. Wankel (Eds). *Integrating Curricular and Co-Curricular Endeavors to Enhance Student Outcomes* (Ch 2, pp. 15-41). Emerald Publishing Group. [Part of the *Cutting-edge Technologies in Higher Education* series]

Pundt, L., Deller, J., **Shultz, K.S.**, & Fasbender, U. (2016). Function, flexibility, and responsibility: Difference between the former professional job and post-retirement activities. In S. Manfredi & L. Vickers (Eds.), *Challenges of Active Ageing: Equality Law and the Workplace* (Ch 11, pp. 231-253). London: Palgrave-

MacMillan.

Shultz, K.S., & Olson, D.A. (2014). Heavy work investment, bridge employment, and the transition to retirement. In I. Harpaz, & R. Snir (Eds.), *Heavy work investment: Its nature, sources, outcomes, and future directions* (Ch 13, pp. 267-284). New York: Psychology Press.

Shultz, K.S., & Olson, D.A. (2013). The changing nature of work and retirement. In M. Wang (Ed.), *The Oxford Handbook of Retirement* (Ch 33, pp. 543-558). New York: Oxford University Press.

ENCYCLOPEDIA ENTRIES

Adams, G.A., & **Shultz, K.S.** (2016). Retirement. In S. Rogelberg (Ed.). *Encyclopedia of Industrial and Organizational Psychology, 2nd edition*. Thousand Oaks, CA: Sage.

Shultz, K.S., & Whitney, D.J. (2016). Prescreening assessment methods for personnel selection. In S. Rogelberg (Ed.). *Encyclopedia of Industrial and Organizational Psychology, 2nd edition*. Thousand Oaks, CA: Sage.

Olson, D.A., & **Shultz, K.S.** (2016). Career Theory. In S.K. Whitbourne (Ed.), *Encyclopedia of Adulthood and Aging*. Hoboken, NJ: John Wiley and Sons, Inc.

PRESENTATIONS AT PROFESSIONAL MEETINGS (ALL REFEREED SUBMISSIONS) **Note:** * denotes student coauthor

Olson, D.A., **Shultz, K.S.**, & Shultz, B.O. (2018, July). *Pedagogy and Practices to Facilitate Global Leadership Development*. The 2nd LEAD in Asia Conference, Bali, Indonesia.

Olson, D.A., **Shultz, K.S.**, & Shultz, B.O. (2017, August). *Leadership Development: Intercultural Insight and Maturity*. Paper presented at the annual meeting of the American Psychological Association, Washington, DC.

Vogelsang, E., **Shultz, K.S.**, & Olson, D.A. (2017, July). Later Life Career Changes and Positive Emotional Outcomes: The Roles of Agency and Social Resources Paper presented as part of the symposium, J. Heckhausen (Chair), *Individual agency in work and career: Adaptation during adulthood and old age* at the International Association of Gerontology and Geriatrics (IAGG) 21st biennial World Congress, San Francisco, CA.

Owens, S., Jeske, D., & **Shultz, K.S.** (2016, June). *The impact of perceived interview competence and anxiety in telephone interviews on ratings of hireability and job suitability*. Paper presented at the Institute of Work Psychology, Biennial Academic International Conference, Sheffield, United Kingdom.

Olson, D.A., **Shultz, K.S.**, & Shultz, B.O. (2016, June). *Global development practices which facilitate understanding of cultural differences related to team and organizational performance*. Paper presented at the Institute of Work Psychology, Biennial Academic International Conference, Sheffield, United Kingdom.

Shultz, K.S., & Olson, D.A. (2016). *Key predictors of three measures of successful career change at older ages*. Paper presented at the Institute of Work Psychology, Biennial Academic International Conference, Sheffield, United Kingdom.

Medrano, K., & **Shultz, K.S.** (2016, April). *Workload and Cognitive Overload: An Examination of Potential Moderators*. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology (SIOP, APA – Div 14), Anaheim, CA.

Shultz, K.S., *Dysart, D., & Olson, D.A. (2014, June). *The Use of Social and Professional Networking Sites in Job Applicant Screening: An Empirical Investigation of Privacy, Justice, and Job Pursuit Variables*. Paper presented at the Institute of Work Psychology Biennial Academic Conference focused on Work, Wellbeing, and Performance. Sheffield, United Kingdom.

Olson, D.A., **Shultz, K.S.**, & Liu, J. (2012, April). *Social media's impact on social support, efficacy, and life satisfaction*. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology (SIOP, APA – Div 14), San Diego, CA.

Olson, D.A., & **Shultz, K.S.** (2011, Dec.). *Expanding our Understanding of Workability through Optimizing Talents and Coping Strategies*. Paper presented at the Older Workers and Workability Conference, Melbourne, Australia.

Shultz, K.S., & Olson, D.A. (2011, Dec.). *Age Differences in the Predictors of Intention to Change Careers*. Paper presented at the Older Workers and Workability Conference, Melbourne, Australia.

Deller, J., Maxin, L.M., & **Shultz, K.S.** (2011, Nov.). *Passing on Knowledge, Being Satisfied in Life and Work: Motive Structure of Germany Senior Experts*. Paper presented at the European Association of Work and Organizational Psychology (EAWOP) small group meeting – Age Cohorts in the Workplace: Understanding and Building Strength through Differences - Trento, Italy.

Maxin, L.M., Deller, J., & **Shultz, K.S.** (2011, Nov.). *Function, Flexibility, and Responsibility: Differences in Former Professional Job and Post-Retirement Activities Among Retirees in Germany*. Paper presented at the European Association of Work and Organizational Psychology (EAWOP) small group meeting – Age Cohorts in the Workplace: Understanding and Building Strength through Differences - Trento, Italy.

*Kordbacheh, N., & **Shultz, K.S.** (2011, April). *Age in Relation to Employee Engagement, Intrinsic Motivation, and Meaningfulness*. Poster presented at the 26th annual conference of the Society for Industrial and Organizational Psychology (SIOP), Chicago, IL.

Olson, D.A., & **Shultz, K.S.** (2010, August). *The congruence between group members attributes and team task performance*. Poster presented at the annual conference of the American Psychological Association (APA – Div 14), San Diego, CA.

BOOK AND TEST REVIEWS

Shultz, K.S., & Olson, D.A. (2016). [Review of the book, Closing the Deficit: How Much can Later Retirement Help? edited by G. Burtless & H.J. Aaron]. *Journal of Ageing and Society*, 36 (1), 219-220.

Shultz, K.S. (2014). [Review of the test Social Personality and Skills Assessment - SPSA]. In B.S. Plake & J.C. Impara (Eds.), *The Nineteenth Mental Measurements Yearbook* (pp. XXX-XXX). Lincoln, NE: Buros Institute of Mental Measurements.

Olson, D.A., & **Shultz, K.S.** (2011). [Review of the book, Ageing and Work: Issues and Implications in a Changing Landscape by S.J. Czaja, & J. Sharit]. *Journal of Women & Aging*, 23, 179-181. doi: 10.1080/08952841.2011.561150

INVITED PRESENTATIONS

Shultz, K.S. (2018, May). *The Changing Nature of Work and Retirement as the Baby Boomers Age*. San Bernardino County Department of Aging and Adult Services Annual Conference, Rancho Cucamonga, CA.

Shultz, K.S. (2018, April). *Preparing master's level students in I/O psychology for analyst level work*. Presented at the monthly luncheon meeting of the Personnel Testing Council of Southern California (PTC-SC), LACOE, Downey, CA.

Shultz, K.S. (2016, May). *Using archival data for psychology research*. Department Colloquium Series, CSUSB.

Shultz, K.S. (2012, April). *Recruiting and retaining older workers: The case for improving workability*. Presented at the monthly luncheon meeting of the Personnel Testing Council of Southern California (PTC-SC), Monterey Park, CA.

Shultz, K.S. (2012, March). *Realizing the economic and social potential of older individuals by improving their workability*. Presentation to the 2nd Annual Behavioral Health Summit, College of Social and Behavioral Science, California State University, San Bernardino, San Bernardino, CA.