Downloaded from UvA-DARE, the institutional repository of the University of Amsterdam (UvA)
http://dare.uva.nl/document/458324

File ID	458324
Filename	References

SOURCE (OR PART OF THE FOLLOWING SOURCE):

Type	Dissertation
Title	Perceived discrimination: why applicants and employees expect and perceive discrimination
Author	N. Abu Ghazaleh
Faculty	Faculty of Economics and Business
Year	2012
Pages	120
ISBN	978-94-6191-501-6

FULL BIBLIOGRAPHIC DETAILS:
http://dare.uva.nl/record/430714

Copyright

It is not permitted to download or to forward/distribute the text or part of it without the consent of the author(s) and/or copyright holder(s), other than for strictly personal, individual use.

UvA-DARE is a service provided by the library of the University of Amsterdam (http://dare.uva.nl)

REFERENCES

Aberson, C. (2007). Diversity, merit, fairness, and discrimination beliefs as predictors of support for affirmative-action policy actions. Journal of Applied Social Psychology, 37(10), 2451-2474.

Aberson, C., & Haag, S. (2003). Beliefs about affirmative action and diversity and their relationship to support for hiring policies. Analyses of Social Issues and Public Policy, 3(1), 121-138.

Abu Ghazaleh, N., Den Hartog, D. N., & Schinkel, S. (2009, May). Ethnic minority's personal antecedents and perceptions of selection discrimination. Paper presented at the 14th European Congress of Work and Organizational Psychology, Santiago de Compostela, Spain.

Adams, J. S. (1965). Inequity in social exchange (Vol. 2). New York: Academic Press.

Adkins, C. L., & Russell, C. J. (1997). Supervisor-subordinate work value congruence and subordinate performance: A pilot study. Journal of Business and Psychology, 12(2), 205-218.

Allen, R. E., & Keaveny, T. J. (1985). Factors differentiating grievants and nongrievants. Human Relations, 38(6), 519-534.

Allport, G. (1954). The nature of prejudice. MA: Addison Wesley.

Arends-Tóth, J., & Van de Vijver., F. J. R. (2001). Het belang van acculturatie voor organisaties. Gedrag en Organisatie, 14(2), 55-66.

Arvey, R.D. & Renz, G.L.(1992). Fairness in the selection of employees. Journal of Business Ethics, 11(5-6), 331-340.

Avery, D., & McKay, P. (2010). Doing diversity right: An empirically based approach to effective diversity management. In G. Hodgkinson & J. K. Ford (Eds.), InternationalReview of Industrial and Organizational Psychology, (Vol. 25, pp. 227-252). West Sussex, England: Wiley.

Avery, D., McKay, P., & Wilson, D. (2008). What are the odds? How demographic similarity affects the prevalence of perceived employment discrimination. Journal of Applied Psychology, 93(2), 235-249.

Avery, D., & Morris, M. (2008). Mean racial-ethnic differences in employee sales performance: The moderating role of diversity climate. Personnel Psychology, 61, 349-374.

Bandura, A. (1971). Social learning theory. Palo Alto, CA: Stanford University Press.

Bandura, A. (1986). Social foundations of thought and action: A social cognitive theory. Englewood Cliffs, NJ: Prentice-Hall.

Banerjee, R. (2008). An examination of factors affecting perception of workplace discrimination. Journal of Labor Research, 29(4), 380-401.

Barak, M. E. M., Cherin, D. A., & Berkman, S. (1998). Organizational and personal dimensions in diversity climate: Ethnic and gender differences in employee perceptions. Journal of Applied Behavioral Science, 34, 82-104.

Bartram, D. (2001). Internet recruitment and selection: Kissing frogs to find princes. International Journal of Selection and Assessment, 8, 261-274.

Bauer, T. N., Erdogan, B., Liden, R. C., & Wayne, S. J. (2006). A longitudinal study of the moderating role of extraversion: Leader–member exchange, performance, and turnover during new executive development. Journal of Applied Psychology, 91, 298–310.

Becker, G. S. (1964). The theory of human capital. New York: Columbia University Press.

Bell, B. S., Ryan, A. M., & Wiechmann, D. (2004). Justice expectations and applicant perceptions. International Journal of Selection and Assessment, 12(1-2), 24-38.

Berry, J. W. (1997). Immigration, acculturation, and adaptation. Applied Psychology: An International Review, 46, 5-68.

Berry J. W., Kim., U., Minde, T., & Mok, D. (1987). Comparative studies of acculturative stress. International Migration Review, 21(3), 491-511.

Bies, R. J., & Moag, J. S. (1986). Interactional justice: Communication criteria of fairness. In R. J. Lewicki, B. H. Sheppard & B. H. Bazerman (Eds.), Research on negotiation in organizations (Vol. 1, pp. 43-55). Greenwich, CT: JAI Press.

Bies, R. J., & Tyler, T. R. (1993). The "litigation mentality" in organizations: A test of alternative psychological explanations. Organization Science, 4(3), 352-366.

Bobko, P., Roth, P. L., & Nicewander, A. (2005). Banding selection scores in human resource management decisions: Current inaccuracies and the effect of conditional standard errors. Organizational Research Methods, 8(3), 259-273.

Böcker, A. G. M. (1994). Turkse migranten en sociale zekerheid: van onderlinge zorg naar overheidszorg? Amsterdam: Amsterdam University Press.

Boog, I., Dinsbach, W., van Donselaar, J., & Rodrigues, P. R. (2009). Monitor Rassendiscriminatie 2009. Rotterdam: Art.1.

Bourguignon, D., Seron, E., Yzerbyt, V., & Herman, G. (2006). Perceived group and personal discrimination: Differential effects on personal self-esteem. European Journal of Social Psychology, 36(5), 773-789.

Bourhis, R.Y., Moïse, L. C., Perreault, S., & Senécal, S. (1997). Towards an interactive acculturation model: A social psychological approach. International Journal of Psychology, 32, 369-386.

Brown, M. E. (2007). Misconceptions of ethical leadership: How to avoid potential pitfalls. Organizational Dynamics, 36(2), 140-155.

Brown, M. E., Trevino, L. K., & Harrison, D. A. (2005). Ethical leadership: A social learning perspective for construct development and testing. Organizational Behavior and Human Decision Processes, 97, 117-134.

Brown, M. E., & Trevino, L. K. (2006). Ethical leadership: A review and future directions.Leadership Quarterly, 17, 595–616.
Byrne, D. (1961). Interpersonal attraction and attitude similarity. Journal of Abnormal and Social Psychology, 62(3), 713-715.
Byrne, D. (1971). The attraction paradigm. Orlando, FL: Academic Press.
Byrne, D. (1997). An overview (and underview) of research and theory within the attraction paradigm. Journal of Social and Personal Relationships, 14(3), 417-431.
Byrne, D., & Wong, T. J. (1962). Racial prejudice, interpersonal attraction, and assumed dissimilarity of attitudes. Journal of Abnormal Psychology, 65, 246-253.
Campbell, J. P. (1996). Group differences and personnel decisions: Validity, fairness, and affirmative action. Journal of Vocational Behavior, 49(2), 122-158.
Cascio, W. F. (1998). The virtual workplace: A reality now. The Industrial-Organizational Psychologist, 35(4), 32-37.
Cassidy, C., Howe, C., Warden, D., & O'Conner, R. C. (2004). Perceived discrimination and psychological distress: The role of personal and ethnic self-esteem. Journal of Counselling Psychology, 51(3), 329-339.
Cervantes, R. C. (1992). Occupational and economic stressors among immigrants and United States-born Hispanics. In S. B. Knouse, P. Rosenfeld & A. L. Culberston (Eds.), Hispanics in the workplace (pp. 120-133). Newbury Park, CA: Sage.
Choi, J. (2008). Event justice perceptions and employees' reactions: Perceptions of social entity justice as a moderator. Journal of Applied Psychology, 93(3), 513-528.
Clay-Warner, J. (2001). Perceiving procedural injustice: The effects of group membership and status. Social Psychology Quarterly, 64, 224-238.
Cober, R.T., Brown, D.J., Levy, P.E., Cober, A.B. and Keeping, L.M. (2003). Organizational web sites: Web site content and style as determinants of organizational attraction. International Journal of Selection and Assessment, 11 (2-3), 158-169.
Cohen, J., Cohen, P., West, S. G., & Aiken, L. S. (2003). Applied multiple regression / correlation analyses for the behavioral sciences (3rd ed). Mahwah, NJ: Lawrence Erlbaum Associates.
Colarelli, S. M. (1984). Methods of communication and mediating processes in realistic job previews. Journal of Applied Psychology, 69, 633-642.
Cooley, C. H. (1902). Human nature and the social order. New York: Scribner.
Cornell, B., & Welch, I. (1996). Culture, information, and screening discrimination. Journal of Political Economy, 104(3), 542-571.
Cox, T. H. (1993). Intergroup conflict: Cultural diversities in organisations. San Francisco, CA: Berret-Koehler Publ.

Cox, T. H., & Blake, S. (1991). Managing cultural diversity: Implications for organizational competitiveness. The Executive, 5(3), 45-56.

Crocker, J., & Major, B. (1989). Social stigma and self-protective properties of stigma. Psychological Review, 96, 608-630.

Crocker, J., Major, B., & Steele, C. (1998). Social stigma. In D. Gilbert, S. T. Fiske, & G. Lindzey (Eds.), The handbook of social psychology, 4th ed.: pp. 504–553. Boston: McGraw-Hill.

Crosby, F. (2004). Affirmative action is dead: Long live affirmative action. Yale University Press, New Haven, CT.

Crosby, F., Iyer, A., Clayton, S., & Downing, R. (2003). Affirmative action: Psychological data and the policy debates. American Psychologist, 58(2), 93-115.

Crosby, F., Iyer, A., & Sincharoen, S. (2006). Understanding affirmative action. Annual Review of Psychology, 57, 585–611.

Cunningham, G. B. (2007). Perceptions as reality: The influence of actual and perceived demographic dissimilarity. Journal of Business and Psychology, 22, 79-89.

Dagevos, J. M. (2001). Rapportage Minderheden 2001, deel 2: meer werk. Den Haag:Sociaal en Cultureel Planbureau.

Dagevos, J. M., & Veenman, J. (1996). Werkloosheid en het voortduren van achterstand. In J. Veenman (Ed.), Keren de kansen? (pp. 39-63). Assen: Van Gorcum.

Dass, P., & Parker, B. (1999). Strategies for managing human resource diversity: From resistance to learning. The Academy of Management Executive, 13(2), 68-80.

Dawson, J., & Richter, A. (2006). A significance test of slope differences for three-way interactions in moderated multiple regression analysis. Journal of Applied Psychology, 91, 917-926.

De Corte, W., & Lievens, F. (2003). A practical procedure to estimate the quality and the adverse impact of single-stage selection decisions. International Journal of Selection and Assessment, 11(1), 89-97.

De Hoogh, A. H. B., & Den Hartog, D. N. (2008). Ethical and despotic leadership, relationships with leader's social responsibility, top management team effectiveness and subordinates' optimism: A multi-method study. Leadership Quarterly, 19, 297–311.

Delhaye, C. (2008). Immigrants' artistic practices in Amsterdam, 1970–2007: A political issue of inclusion and exclusion. Journal of Ethnic and Migration Studies, 34 (8), 1301-1321.

De Meijer, L. (2008). Ethnicity effects in police officer selection: Applicant, assessor, and selection-method factors. Doctoral dissertation, Erasmus University Rotterdam, The Netherlands.

Den Hartog, D. N., & De Hoogh, A. H. B. (2009). Empowering behaviour and leader fairness and integrity: Studying perceptions of ethical leader behaviour from a level-of-analysis perspective. European Journal of Work and Organizational Psychology, 18(2), 199-230.

Den Hartog, D. N., House, R. J., Hanges, P. J., Ruiz-Quintanilla, S. A., Dorfman, P. W., &Globe-Associates (1999). Culture specific and cross culturally generalizable implicit leadership theories: Are attributes of charismatic/transformational leadership universally endorsed? Leadership Quarterly, 10, 219–256.

De Vries, S., & Pettigrew, T. F. (1998). Effects of ethnic diversity: The position of minority workers in two Dutch organizations. Journal of Applied Social Psychology, 28(16), 1503-1530.

Diab, D.L. & Hazer, J.T. (2007). Effects of rater individual differences on Job performance evaluations. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, New York.

Dietz, (2010). Introduction to the special issue on employment discrimination against immigrants. Journal of Managerial Psychology, 25(2), 104.

Dipboye R. L., & Colella, A. (2005). Discrimination at work: The psychological and organizational bases. Mahwah, NJ: Erlbaum.

Dirks, K. T., & Ferrin, D. L. (2002). Trust in leadership: Meta-analytic findings and implications for research and practice. Journal of Applied Psychology, 87, 611-628.

Duval, T., & Silvia, P. (2002). Self-awareness, probability of improvement, and the self-serving bias. Journal of personality and social psychology, 82(1), 49-61.

Ely, R. J. (2004). A field study of group diversity, participation in diversity education programs, and performance. Journal of Organizational Behavior, 25(6), 755-780.

Ensher, E. A., Grant-Vallone, E. J., & Donaldson, S. I. (2001). Effects of perceived discrimination on job satisfaction, organizational commitment, organizational citizenship, behavior and grievances. Human Resources Development Quarterly, 12(1), 53-72.

Ensher, E. A., & Murphy, S. E. (1997). Effects of race, gender, perceived similarity, and contact on mentor relationships. Journal of Vocational Behavior, 50, 460–481.

Erikson, E. (1956). The problem of ego-identity. Journal of the American Analytical Association, 4, 56–121.

Fidrmuc, J., & Gërxhani, K. (2005). Formation of social capital in Central and Eastern Europe. Beyond Transition, 16(3), 18-20.

Fiske, S. T. (1998). Stereotyping, prejudice, and discrimination. In D. T. Gilbert, S. T. Fiske, & G. Lindzey (Eds.), The handbook of social psychology, 4th Ed., Vol. 1. New York: McGraw-Hill, pp. 357- 411.

Forsyth, D. (1980). A taxonomy of ethical ideologies. Journal of Personality and Social Psychology, 39(1), 175-184.

Gamliel, E. (2007). To accept or to reject: The effect of framing on attitudes toward affirmative action. Journal of Applied Social Psychology, 37(4), 683-702.

Ganzeboom, H. B. G. (2001). Cultural participation among ethnic minority and native majority adolescents and their parents in the Netherlands. Paper prepared for presentation at the annual Meeting of the American Sociological Association.

Garcia, L., Erskine, N., Hawn, K., & Casmay, S. (1981). The effect of affirmative action on attributions about minority group members. Journal of Personality, 49(4), 427-437.

Gilliland, S. W. (1993). The perceived fairness of selection systems: An organizational justice perspective. The Academy of Management Review, 18(4), 694-734.

Gilliland, S.W., Groth, M., Baker, B., Dew, A.F., Polly, L., & Langdon, J. (2001). Improving applicants' reactions to rejection letters: An application of fairness theory. Personnel Psychology, 54, 669-703.

Gladstein, D. (1984). A model of task group effectiveness. Administrative Science Quarterly, 29, 499-517.

Goffman, E. (1963). Stigma. Englewood Clifs, NJ: Prentice-Hall.

Goldman, B. M. (2001). Toward an understanding of employment discrimination claiming: An integration of organizational justice and social information processing. Personnel Psychology, 54, 361-386.

Goldman, B. M., Gutek, B. A., Stein, J. H., & Lewis, K. (2006). Employment discrimination in organizations: Antecedents and consequences. Journal of Management, 32, 786-830.

Gottfredson, L. S. (1988). Reconsidering fairness: A matter of social and ethical priorities. Journal of Vocational Behavior, 33(3), 293-319.

Graen, G. B., & Scandura, T. A. (1987). Toward and psychology of dyadic organizing. In L. L. Cummings & B. M. Staw (Eds.), Research in Organizational Behavior (Vol. 9): 175–208. Greenwich, CT: JAI Press.

Grant, A. M., Parker, S. K., & Collins, C. G. (2009). Getting credit for proactive behavior: Supervisor reactions depend on what you value and how you feel. Personnel Psychology, 62, 31-55.

Graves, L. M., & Powell, G. N. (1988). An investigation of sex-discrimination in recruiters evaluations of actual applicants. Journal Of Applied Psychology, 73(1), 20-29.

Graves, L. M., & Powell, G. N. (1995). The effect of sex similarity on recruiters evaluations of actual applicants: A test of the similarity-attraction paradigm. Personnel Psychology, 48(1), 85-98.

Greenberg, J., & Lind, E.A. (2000). The pursuit of organizational justice: From conceptualization to implication to application. In C. L. Cooper & E. A. Locke (Eds.), Industrial and organizational psychology: What we know about theory and practice (pp. 72-105). Oxford, UK: Blackwell.

Guion, R. M. (1998). Assessment, measurement, and prediction for personnel decisions. Mahwah, NJ : Erlbaum.

Gutek, B.A., Cohen, A.G., & Tsui, A. (1996). Reactions to perceived sex discrimination. Human Relations, 49, 791-813.

Harris, L. (2000). Procedural justice and perceptions of fairness in selection practice. International Journal of Selection and Assessment, 8(3), 148-157.

Harris, M., Lievens, F., & Van Hoye, G. (2004). "I think they discriminated against me": Using prototype theory and organizational justice theory for understanding perceived discrimination in selection and promotion situations. International Journal of Selection and Assessment, 12(1/2), 54-65.

Harrison, D., Kravitz, D., Mayer, D., Leslie, L., & Lev-Arey, D. (2006). Understanding attitudes toward affirmative action programs in employment: Summary and meta-analysis of 35 years of research. Journal of Applied Psychology, 91(5), 1013-1035.

Harrison, D. A., Price, K. H., & Bell, M. P. (1998). Beyond relational demography: Time and the effects of surface- and deep-level diversity on work group cohesion. The Academy of Management Journal, 41(1), 96-107.

Harrison, D. A., Price, K. H., Gavin, J. H., & Florey, A. T. (2002). Time, teams, and task performance: Changing effects of surface- and deep-level diversity on group functioning. The Academy of Management Journal, 45(5), 1029-1045.

Hattrup, K., Rock, J., & Scalia, C. (1997). The effects of varying conceptualizations of job performance on adverse impact, minority hiring, and predicted performance. Journal of Applied Psychology, 82(5), 656-664.

Hausknecht, J., Day, D., & Thomas, S. (2004). Applicant reactions to selection procedures: An updated model and meta-analysis. Personnel Psychology, 57(3), 639-683.

Herriot, P., & Scott-Jackson, W. (2002). Globalization, social identities and employment. British Journal of Management, 13(3), 249–257.

Hewstone, M., Rubin, M., & Willis, H. (2002). Intergroup bias. Annual Review of Psychology, 53, 575-604.

Hofstede, G., & McCrae. R. R. (2004). Personality and culture revisited: Linking traits and dimensions of culture. Cross-Cultural Research, 38, 52-88.

Hogg, M. A. (2001). Social categorization, depersonalization, and group behavior. In M. A. Hogg & R. S. Tindale (Eds.), Blackwell handbook of social psychology: Group processes (pp. 56-85). Oxford, England: Blackwell.

Hopkins, A. H. (1980). Perceptions of employment discrimination in the public sector. Public Administration Review, 40(2), 131-137.

Hough, L. M., & Oswald, F.L. (2000). Personnel selection: Looking toward to the future–remembering the past. Annual Review of Psychology, 51, 631-664.

Hunter, J. E., & Hunter, R. F. (1984). Validity and utility of alternative predictors of job performance. Psychological Bulletin, 96, 72-98.

Jackson, T. (2001). Cultural values and management ethics: A 10-nation study. Human Relations, 54(10), 1267-1302.

Jackson, S. E., Brett, J. F., Sessa, V. I., Cooper, D. M., Julin, J. A., & Peyronnin, K. (1991). Some differences make a difference: Individual dissimilarity and group heterogeneity as correlates of recruitment, promotions, and turnover. Journal of Applied Psychology, 76(5), 675-689.

Jeanquart-Barone, S. (1996). Implications of racial diversity in the supervisor-subordinate relationship. Journal of Applied Social Psychology, 26(11), 935-944.

Jehn, K. A. (1995). A multimethod examination of the benefits and detriments of intragroup conflict. Administrative Science Quarterly, 40, 256-282.

Jehn, K. A., Northcraft, G. B., & Neale, M. A. (1999). Why differences make a difference: A field study of diversity, conflict, and performance in workgroups. Administrative Science Quarterly, 44(4), 741-763.

Jones, G. R. (1986). Socialization tactics, self-efficacy, and newcomers' adjustments to organizations. Academy of Management Journal, 29(2), 262-279.

Judge, T. A., & Bono, J. E. (2001). Relationship of core self-evaluations traits-self-esteem, generalized self-efficacy, locus of control, and emotional stability-with job satisfaction and job performance: a meta-analysis. Journal of Applied Psychology, 86, 80-92.

Judge, T.A., Erez, A., & Bono, J. E. (2002). Are measures of self-esteem, neuroticism, locus of control, and generalized self-efficacy indicators of a common core construct? Journal of Personality and Social Psychology, 83, 693–710.

Judge, T. A., Locke, E. A., & Durham, C. C. (1997). The dispositional causes of job satisfaction: A core evaluations approach. Research in Organizational Behavior, 19, 151-188.

Kaiser, C., & Miller, C. (2003). Derogating the victim: The interpersonal consequences of blaming events on discrimination. Group Processes & Intergroup Relations, 6(3), 227-237.

Kalshoven, K. (2010). Ethical leadership: through the eyes of employees. Doctoral thesis, University of Amsterdam, The Netherlands.

Kalshoven, K. & Den Hartog, D. N. (2009). Ethical leader behavior and leader effectiveness: The role of prototypicality and trust. International Journal of Leadership Studies, 5, 102-119.

Kalshoven, K., Den Hartog, D. N., & De Hoogh, A. H. B (2008). Personality and ethical leadership. Paper to be presented to the 24th European Group for Organizational Studies (EGOS), Amsterdam, The Netherlands, July 2008.

Kalshoven, K., Den Hartog, D. N., & De Hoogh, A. H. B. (2008). Ethical Leadership at Work questionnaire (ELW): Development and Validation. Paper to be presented to the 23nd annual conference of the Society of Industrial and Organizational Psychology (SIOP), San Francisco, USA, 12th April 2008.

Kalshoven, K., Den Hartog, D. N. & De Hoogh, A. H. B. (2011). Ethical leader behavior and Big Five factors of personality. Journal of Business Ethics, in press.

Kalshoven, K., Den Hartog, D.N. & De Hoogh, A. H. B. (2011). Ethical Leadership at Work (ELW): Development and Validation of a Multidimensional Measure. The Leadership Quarterly, in press.

Kalshoven, K., Den Hartog, D. N., & De Hoogh, A. H. B. (in review). Leader personality and ethical leadership behaviors.

Kim, S., & Gelfand, M. (2003). The influence of ethnic identity on perceptions of organizational recruitment. Journal of Vocational Behavior, 63(3), 396-416.

Klaver, J., Mevissen, J. W. M., & Odé, A. W. M. (2005). Etnische minderheden op de arbeidsmarkt. Beelden en feiten, belemmeringen en oplossingen. Den Haag: Ministerie van Sociale Zaken en Werkgelegenheid.

Kraiger, K., & Ford, J. K. (1985). A meta-analysis of ratee race effects in performance ratings. Journal of Applied Psychology, 70, 56-65.

Kravitz, D. (2008). The diversity-validity dilemma: Beyond selection-the role of affirmative action. Personnel Psychology, 61(1), 173-193.

Kravitz, D., Bludau, T., & Klineberg, S. (2008). The impact of anticipated consequences, respondent group, and strength of affirmative action plan on affirmative action attitudes. Group & Organization Management, 33(4), 361-391.

Kravitz, D., & Klineberg, S. (2000). Reactions to two versions of affirmative action among Whites, Blacks, and Hispanics. Journal of Applied Psychology, 85(4), 597-611.

Kravitz, D., & Klineberg, S. (2002). Affirmative action attitudes: Effects of respondent ethnicity, AAP strength, and anticipated impact. Academy of Management Proceedings, c1–c7.

Kravitz, D., & Platania, J. (1993). Attitudes and beliefs about affirmative action: Effects of target and of respondent sex and ethnicity. Journal of Applied Psychology, 78(6), 928-937.

Kristof, A. L. (1996). Person-organization fit: An integrative review of its conceptualizations, measurement, and implications. Personnel Psychology, 49(1), 1-49.

Landrine, H., & Klonoff, E. A. (1996). The schedule of racist events: A measure of racial discrimination and a study of its negative physical and mental health consequences. Journal of Black Psychology, 22, 144–168.

Lankau, M. J., Riordan, C. M., & Thomas, C. H. (2005). The effects of similarity and liking in formal relationships between mentors and protégés. Journal of Vocational Behavior, 67(2), 252-265.

Lefkowitz, J. (2000). The role of interpersonal affective regard in supervisory performance ratings: A literature review and proposed causal model. Journal of Occupational and Organizational Psychology, 73, 67-85.

Levi, A., & Fried, Y. (2008). Differences between African Americans and Whites in reactions to affirmative action programs in hiring, promotion, training, and layoffs. Journal of Applied Psychology, 93(5), 1118-1129.

Levin, S., Sidanius, J., Rabinowitz, J. L., & Federico, C. (1998). Ethnic identity, legitimizing ideologies, and social status: A matter of ideological asymmetry. Political Psychology, 19(2), 373-404.

Liao, H., Chuang, A., & Joshi, A. (2004). Sticking out like a sore thumb: Employee dissimilarity and deviance at work. Personnel Psychology, 57, 969-1000.

Liden, Martin, & Parsons (1996). Interviewer and applicant behaviors in employment interviews. The Acadamy of Management Journal, 36(2), 372-386.

Liden, R. C., Wayne, S. J., & Stilwell, D. (1993). A longitudinal study on the early development of leader member exchanges. Journal Of Applied Psychology, 78(4), 662-674.

Lievens, F., van Dam, K., & Anderson, N. (2002). Recent trends and challenges in personnel selection. Personnel Review, 31(5), 580-601.

Linton, L., & Christiansen, N. (2006). Restoring equity or introducing bias? A contingency model of attitudes toward affirmative action programs. Journal of Applied Social Psychology, 36(7), 1617-1639.

Lord, R. G., Brown, D. J., Harvey, J. L., & Hall, R. J. (2001). Contextual constraints on prototype generation and their multilevel consequences for leadership perceptions. The Leadership Quarterly, 12, 311–338.

Lowery, B., Unzueta, M., Knowles, E., & Goff, P. (2006). Concern for the in-group and opposition to affirmative action. Journal of personality and social psychology, 90(6), 961-974.

Lucassen, L. (2005). The Immigrant Threat: the integration of old and new migrants in Western Europe since 1850. Chicago en Urbana: The University of Illinois Press.

Maierhofer, N. I., Griffin, M. A., & Sheehan, M. (2000). Linking manager values and behavior with employee values and behavior: A study of values and safety in the hairdressing industry. Journal of Occupational Health Psychology, 5, 417–427.

Major, B., Kaiser, C., & McCoy, S. (2003). It's not my fault: When and why attributions to prejudice protect self-esteem. Personality and Social Psychology Bulletin, 29(6), 772-781.

Major, B., Quinton, W., & McCoy, S. K. (2002). Antecedents and consequences of attributions to discrimination: Theoretical and empirical advances. In M. Zanna (Ed.), Advances in experimental social psychology (Vol. 34, pp. 251-330). San Diego, CA: Academic Press.

Major, B., Quinton, W., & Schmader, T. (2003). Attributions to discrimination and self-esteem: Impact of group identification and situational ambiguity. Journal of Experimental Social Psychology, 39, 220-231.

Mayer, D., Kuenzi, M., Greenbaum, M., Bardes, R., & Salvador, M. R. (2009). How low does ethical leadership flow? Test of a trickle-down model. Organizational Behavior and Human Decision Processes, 108, 1–13.

Mays, V.M., Cochran, S.D., & Barnes, N. (2007). Race, racism and the health outcomes among African Americans. Annual Review of Psychology, 58, 565-592.

Mays, V., Coleman, L., & Jackson, J. (1996). Perceived race-based discrimination, employment status, and job stress in a national sample of Black women: Implications for health outcomes. Journal of Occupational Health Psychology, 1(3), 319-329.

McFarland, C., & Ross, M. (1982). Impact of causal attributions on affective reactions to success and failure. Journal of personality and social psychology, 43(5), 937-946.

McKay, P. F., & Avery, D. R. (2006). What has race got to do with it? Unraveling the role of racioethnicity in job seekers'reactions to site visits. Personnel Psychology, 59(2), 395-429.

McNab, S., & Johnston, L. (2002). The impact of equal employment opportunity statements in job advertisements on applicants' perceptions of organisations. Australian Journal of Psychology, 54(2), 105-109.

McWhirter, E. H. (1997). Perceived barriers to education and career: Ethnic and gender differences. Journal of Vocational Behavior, 50(1), 124-140.

Messner, S. F., Krohn, M. D., & Liska, A. E. (1989). Theoretical integration in the study of crime and deviance. Albany, GA: SUNY Press.

Milliken, F. J., & Martins, L. L. (1996). Searching for common threads: Understanding the multiple effects of diversity in organizational groups. Academy of Management Review, 21(2), 402-433.

Mirage, C. L. (1994). Development of an instrument measuring valence of ethnicity and perceptions of discrimination. Journal of Multicultural Counselling and Development, 22(1), 49-59.

Mobley, W. H. (1982). Employee turnover: Causes, consequences, and control. Reading, MA: Addison-Wesley.

Morgan, J., & Várdy, F. (2009). Diversity in the workplace. American Economic Review, 99(1), 472-485.

Moscoso, S. (2000). Selection interview: A review of validity evidence, adverse impact and applicant reactions. International Journal of Selection and Assessment, 8(4), 237-247.

Murphy, K. R. (2002). Can conflicting perspectives on the role of g in personnel selection be resolved? Human Performance, 15(1-2), 173-186.

Murphy, S. E., & Ensher, E. A. (1999). The effects of leader and subordinate characteristics in the development of leader–member exchange quality. Journal of Applied Social Psychology, 29, 1371–1394.

Nikolaou, I., & Judge, T. A. (2007). Fairness reactions to personnel selection techniques in Greece: The role of core self-evaluations. International Journal of Selection and Assessment, 15(2), 206-219.

Odé, A., & Veenman, J. (2003). Migrants' normative orientation and their participation in the labour market. In L. Hagendoorn, J. Veenman, & W. Vollebergh (Eds.), Cultural and structural integration of immigrants in the Netherlands. Aldershot: Ashgate.

Operario, D., & Fiske, S. T. (2001). Ethnic identity moderates perceptions of prejudice: Judgments of personal versus group discrimination and subtle versus blatant bias. Personality and Social Psychology Bulletin, 27, 550-561.

O'Reilly, C. A., Caldwell, D. F., & Barnett, W. P. (1989). Work group demography, social integration, and turnover. Administrative Science Quarterly, 34, 21-37.

Pennekamp, S. F., Doosje, B., Zebel, S. & Fischer, A. H. (2007). The past and the pending: The antecedents and consequences of group-based anger in historically and currently disadvantaged groups. Group Processes and Intergroup Relations, 10(1), 41-55.

Perkins, L., Thomas, K., & Taylor, G. (2000). Advertising and recruitment: Marketing to minorities. Psychology and Marketing, 17(3), 235-255.

Pettigrew, T.F. (1998). Reactions toward the new minorities of Western Europe. Annual Review Sociology, 24, 77-103.

Phinney, J. (1992). The multigroup ethnic identity measure: A new scale for use with diverse groups. Journal of Adolescent Research, 7, 156–176.

Phinney, J. (1996). Understanding ethnic diversity: The role of ethnic identity. American Behavioral Scientist, 40(2), 143-152.

Piccolo, R. F., Greenbaum, R., Den Hartog, D. N., & Folger, R. (2010). The relationship between ethical leadership and core job characteristics. Journal of Organizational Behavior, 31(2-3), 259-278.

Ployhart, R., & Harold, C. (2004). The applicant attribution-reaction theory (AART): An integrative theory of applicant attributional processing. International Journal of Selection and Assessment, 12(1-2), 84-98.

Ployhart, R., & Ryan, A. M. (1997). Toward an explanation of applicant reactions: An examination of organizational justice and attribution frameworks. Organizational Behavior And Human Decision Processes, 72(3), 308-335.

Ployhart, R., Ryan, A., & Bennett, M. (1999). Explanations for selection decisions: Applicants' reactions to informational and sensitivity features of explanations. Journal of Applied Psychology, 84, 87-106.

Podsakoff, P. M., MacKenzie, S. B., Lee, J.Y., & Podsakoff, N. P. (2003). Common method biases in behavioral research: A critical review of the literature and recommended remedies. Journal of Applied Psychology, 88(5), 879-903.

Prewett-Livingston, A., Field, H., Veres, J., & Lewis, P. (1996). Effects of race on interview ratings in a situational panel interview. Journal of Applied Psychology, 81, 178-186.

Proudfoot, J., Corr, P., Guest, D., & Gray, J. (2001). The development and evaluation of a scale to measure occupational attributional style in the financial services sector. Personality and Individual Differences, 30(2), 259-270.

Pulakos, E., & Schmitt, N. (1996). An evaluation of two strategies for reducing adverse impact and their effects on criterion-related validity. Human Performance, 9, 241-258.

Pulakos, E. D., & Wexley, K. N. (1983). The relationship among perceptual similarity, sex, and performance ratings in manager-subordinate dyads. Academy of Management Journal, 26(1), 129-139.

Ragins, B. R. (1997). Diversified mentoring relationships in organizations: A power perspective. Academy of Management Review, 22(2), 482-521.

Ragins, B. R. (1997). Antecedents of diversified mentoring relationships. Journal of Vocational Behavior, 51(1), 90-109.

Ragins, B. R., & Gonzalez, J. A. (2003). Understanding diversity in organizations: Getting a grip on a slippery construct. In J. Greenberg (Ed.), Organizational behavior: The stateof the science: 125–163. Mahwah, NJ: Lawrence Erlbaum Associates.

Resick, C. J., Hanges, P. J., Dickson, M. W., & Mitchelson, J. K. (2006). A cross-cultural examination of the endorsement of ethical leadership, Journal of Business Ethics, 63, 345–359.

Riach, P., & Rich, J. (2004). Fishing for discrimination. Review of Social Economy, 62(4), 465-486.

Rindova, V. P., Williamson, I. O., Petkova, A. P., & Sever, J. M. (2005). Being good or being known: An empirical examination of the dimensions, antecedents, and consequences of organizational reputation. Academy of Management Journal, 48(6), 1033-1049.

Riordan, C. M. (2000). Relational demography within groups: Past developments, contradictions, and new directions. In G. R. Ferris (Ed.), Research in personnel and human resources management, vol. 19: 131-173. Greenwich, CT: JAI Press.

Riordan, C. M., Schaffer, B. S., & Steward, M. M. (2005). Relational demography within groups: Through the lens of discrimination. In: R. L. Dipboye, & A. Collela (Eds.), Discrimination at Work: The psychological and organizational bases. Mahwah, NJ: Lawrence Erlbaum Associates, 37-61.

Ruggiero, K., & Taylor, D. (1995). Coping with discrimination: How disadvantaged group members perceive the discrimination that confronts them. Journal of Personality and Social Psychology, 68, 826-826.

Ryan, A. M., & Ployhart, R. E. (2000). Applicants' perceptions of selection procedures and decisions: A critical review and agenda for the future. Journal of Management, 26, 565-606.

Sackett, P. R., & DuBois, C. L. Z. (1991). Rater-ratee race effects on performance evaluation:Challenging meta-analytic conclusions. Journal of Applied Psychology, 76, 873-877.

Sackett, P. R., DuBois, C. L. Z., & Noe, A. W. (1991). Tokenism in performance evaluation: The effects of work group representation on male-female and white-black differences in performance ratings. Journal of Applied Psychology, 76, 63-267.

Saks, A. M., & McCarthy, J. M. (2006). Effects of discriminatory interview questions and gender on applicant reactions. Journal of Business and Psychology, 21(2), 175-191.

Salancik, G., & Pfeffer, J. (1978). A social information processing approach to job attitudes and task design. Administrative Science Quarterly, 23(2), 224-253.

Sam, D. L. (2000). Psychological adaptation of adolescents with immigrant backgrounds. Journal of Social Psychology, 140(1), 5-25.

Sanchez, J. I., & Brock, P. (1996). Outcomes of perceived discrimination among Hispanic employees: Is diversity management a luxury or a necessity? Academy of Management Journal, 39(3), 704-719.

Schaafsma, J. (2006). Ethnic diversity at work: diversity attitudes and experiences in Dutch organizations. Amsterdam: Amsterdam University Press.

Schalk-Soekar, S. R. G., van de Vijver, F. J. R., & Hoogsteder, M. (2004). Attitudes toward multiculturalism of immigrants and majority members in the Netherlands. International Journal of Intercultural Relations, 28, 533-550.

Schinkel, S., van Dierendonck, D., & Anderson, N. (2004). The impact of selection encounters on applicants: An experimental study into feedback effects after a negative selection decision. International Journal Of Selection And Assessment, 12(1-2), 197-205.

Schneider, B. (1987). The people make the place. Personnel Psychology, 40(3), 437-453

Sellers, R. M., Rowley, S., Chavous, T. M., Shelton, J. N., & Smith, M. A. (1997). The Multidimensional inventory of Black identity: Construct validity and reliability. Journal of Social and Personality Psychology, 73(4), 805-815.

Silvia, P. J., & Duval, T. S. (2001). Predicting the interpersonal targets of self-serving attributions. Journal of Experimental Social Psychology, 37(4), 333-340.

Singelis, T. M., Triandis, H., C., Bhawuk, D. P. S. & Gelfand, M. J. (1995). Horizontal and vertical dimensions of individualism and collectivism: A theoretical and measurement refinement. Cross-Cultural Research. 29(3), 240-275.

Slaughter, J. E., Bulger, C. A., & Bachiochi, P. D. (2005). Black applicants' reactions to affirmative action plans: Influence of perceived procedural fairness, anticipated stigmatization, and anticipated remediation of previous injustice. Journal of Applied Social Psychology, 35(12): 2437-2476.

Snyder, L., Cleveland, J., & Thornton, G. (2006). Support for affirmative action initiatives among diverse groups: The role of ethnic identity. Journal of Applied Social Psychology, 36(2), 527-551.

Sommer, K. L., & Baumeister, R. F. (2002). Self-evaluation, persistence, and performance following implicit rejection: The role of trait self-esteem. Personality and Social Psychology Bulletin, 28(7), 926-938.

Steiner, D. D., & Bertolino, M. (2006). The contributions of organizational justice theory to combating discrimination. Cahiers de l'Urmis, 10-11, 55-63.

Steiner, D. D., & Gilliland, S. W. (2001). Procedural justice in personnel selection: International and cross-cultural perspectives. International Journal of Selection and Assessment, 9(1-2), 124-137.

Stevens, C. K., & Kristof, A. L. (1995). Making the right impression: A field study of applicant impression management during job interviews. Journal of Applied Psychology, 80, 587-606.

Tajfel, H. (1982). Social identity and intergroup relations. Cambridge: Cambridge University Press.

Tajfel, H. & Turner, J. (1979). An integrative theory of intergroup conflict. In W. G. Austin & S. Worchel, (Eds), The social psychology of intergroup relations. Monterey, CA: Brooks/Cole.

Tajfel, H., & Turner, J. (1986). The social identity theory of intergroup conflict. Psychology of Intergroup Relations, 7–24.

Taylor, D. M.,Wright, S. C., Moghaddam, F. M., & Lalonde, R. N. (1990). The personal/group discrimination discrepancy: Perceiving my group, but not myself, to be a target for discrimination. Personality and Social Psychology Bulletin, 16, 254-262.

Te Nijenhuis, J., & Van der Flier, H. (2005). Immigrant-majority group differences on work-related measures: the case for cognitive complexity. Personality and Individual Differences, 38(5), 1213-1221.

Terborg, J. R., Castore, C., & DeNinno, J. A. (1976). A longitudinal field investigation of the impact of group composition on group performance and cohesion. Journal of Personality and Social Psychology, 34(5), 782-790.

Trevino, L. K., Brown, M., & Hartman, L. P. (2003). A qualitative investigation of perceived executive ethical leadership: Perceptions from inside and outside the executive suite. Human Relations, 56(1), 5-37.

Trevino, L. K., Hartman, L. P., & Brown, M. (2000). Moral person and moral manager: How executives develop a reputation for ethical leadership. California Management Review, 42, 128–142.

Tsui, A. S., Egan, T., & O'Reilly, C. A. (1992). Being different: Relational demography and organizational attachment. Administrative Science Quarterly, 37, 549-579.

Tsui, A. S., & Gutek, B. A. (1999). Demographic differences in organizations: Current research and future directions. Lanham, MD: Lexington.

Tsui, A. S., & O'Reilly, A. (1989). Beyond simple demographic effects: The importance of relational demography in superior-subordinate dyads. Academy of Management Journal, 32(2), 402-423.

Tsui, A. S., Porter, L. W., & Egan, T. D. (2002). When both similarities and dissimilarities matter: Extending the concept of relational demography. Human Relations, 55(8), 899-929.

Turban, D. B., & Jones, A. P. (1988). Supervisor-subordinate similarity: Types, effects, and mechanisms. Journal of Applied Psychology, 73(2), 228-234.

Turner, J. (1982). Towards a cognitive redefinition of the social group. In H. Tajfel (Ed.), Social identity and intergroup relations (pp. 15–40). Cambridge, England: Cambridge University Press.

Turner, J. C. (1985). Social categorization and the self-concept: A social cognitive theory of group behavior. In E. J. Lawler (Ed.), Advances in group processes (Vol. 2, pp. 77-122). Greenwich, CT: JAI Press.

Turner, J., Hogg, M., Oakes, P., Reicher, S., & Wetherell, M. (1987). Rediscovering the social group: A self-categorization theory, Blackwell, Oxford, UK.

Tyler, T. R. (1990). The social psychology of authority: Why do people obey and order to harm others? Law & Society Review, 24(4), 1089-1102.

Van Hooft, E. A. J., Born, M. Ph., Taris, T. W., & Van der Flier, H. (2004). Job search and the theory of planned behavior: Minority-majority group differences in the Netherlands. Journal of Vocational Behavior, 65, 366–390.

Van Hooft, E. A. J., & De Jong, M. (2007). Cultural differences in the theory of planned behavior: Predicting job seeking among temporary workers. Manuscript under review.

Van Hooft, E., & De Jong, M. (2009). Predicting job seeking for temporary employment using the theory of planned behaviour: The moderating role of individualism and collectivism. Journal of Occupational and Organizational Psychology, 82(2), 295-316.

Van Vianen, A. E. M., Taris, R., Scholten, E., & Schinkel, S. (2004). Perceived fairness in personnel selection: Determinants and outcomes in different stages of the assessment procedure. International Journal of Selection and Assessment, 12(1-2), 149-159.

Veenman, J. (1996). Keren de kansen? De tweede-generatie allochtonen in Nederland. Assen: Van Gorcum.

Veenman, J. (2001). Molukse jongeren in Nederland: integratie met de rem erop. Assen: Van Gorcum.

Verkuyten, M. (1998). Perceived discrimination and self-esteem among ethnic minority adolescents. The Journal of Social Psychology, 138(4), 479-493.

Verkuyten, M., & Brug, P. (2002). Ethnic identity achievement, self-esteem, and discrimination among Surinamese adolescents in the Netherlands. Journal of Black Psychology, 28, 122-141.

Vermeulen, H., & Penninx, R. (2000). Immigrant integration: the Dutch case. Amsterdam: Het Spinhuis.

Vignovic, J. A., Thompson, L. F., Bresnahan, L. M. & Behrend, T. S. (2007, April). Other-group orientation moderates influence of perceived diversity on organizational attractiveness. Paper presented at the 22nd Annual Meeting of the Society for Industrial and Organizational Psychology, New York, NY.

Viswesvaran, C., & Ones, D. (2004). Importance of perceived personnel selection system fairness determinants: Relations with demographic, personality, and job characteristics. International Journal of Selection and Assessment, 12(1-2), 172-186.

Vogel, J. (2005). Nabije vreemden: een eeuw wonen en samenleven. Den Haag: Sdu Uitgevers.

Wagner, W. G., Pfeffer, J., & O'Reilly, C. A. (1984). Organizational demography and turnover in top-management group. Administrative Science Quarterly, 29(1), 74-92.

Walker, H., Feild, H., Giles, W., Bernerth, J., & Jones-Farmer, L. (2007). An assessment of attraction toward affirmative action organizations: Investigating the role of individual differences. Journal of Organizational Behavior, 28(4), 485-507.

Walumbwa, F. O., & Schaubroeck, J. (2009). Leader personality traits and employee voice behavior: Mediating roles of ethical leadership and work group psychological safety. Journal of Applied Psychology, 94(5), 1275–1286.

Weathers, V., & Truxillo, D. (2006). Perceptions of discrimination and need for affirmative action among Asian Americans: Is it need or self-interest? Cahiers de l'Urmis, 10-11.

Wesolowski, M. A., & Mossholder, K. W. (1997). Relational demography in supervisor-subordinate dyads: Impact on subordinate job satisfaction, burnout, and perceived procedural justice. Journal of Organizational Behavior, 18, 351-362.

Wiersema, M. F., & Bantel, K. A. (1992). Top management team demography and corporate strategic change. Academy of Management Journal, 35(1), 91-121.

Williams, M., & Bauer, T. (1994). The effect of a managing diversity policy on organizational attractiveness. Group & Organization Management, 19(3), 295-308.

Williams, K.Y., & O'Reilly, C. A. (1998). Demography and diversity in organizations: A review of 40 years of research. Research in Organizational Behavior, 20(20), 77-140.

Williamson, O. E. (1993). Calculativeness, trust, and economic organization. Journal of Law and Economics, 36(1), 453-486.

Williamson, I. O., Slay, H. S., Shapiro, D. L., & Shivers-Blackwell, S. (2008). The effect of explanations on prospective applicants' reactions to firm diversity practices. Human Resource Management, 47, 311-330.

Xenikou, A. (2005). The interactive effect of positive and negative occupational attributional styles on job motivation. European Journal of Work and Organizational Psychology, 14(1), 43-58.

Xu, Q. J., & Jiang, J. (2010). The moderating role of cultural similarity in leadership training effectiveness. Journal of European Industrial Training, 34(3), 259-269.

Young, I. P, Place, A. W., Rinehart, J. S., Jury, J. C. & Baits, D. F. (1997). Teacher recruitment: A test of the similarity-attraction hypothesis for race and sex. Educational Administration Quarterly, 33, 86-106.

Yukl, G. (2002). Leadership in organizations (5th Edition). Upper Saddle River, NJ: Prentice Hall.

Yukl, G., & Tracey, J. B. (1992). Consequences of influence tactics used with subordinates, peers, and the boss. Journal of Applied Psychology, 77, 525-535.

Zatzick, C. D., Elvira, M. M., & Cohen, L. E. (2003). When is more better? The effects of racial composition on voluntary turnover. Organization Science, 14(5), 483-496.

Zorlu, A., & Hartog, J. (2001). Labour market competition between native Dutch and ethnic minorities. Mimeo.