

**ID: 135 / Poster Session 2: 37**

**Poster presentation**

*Topics: Organizational and Social Psychology*

**Meta-analysis about relationship between adolescents' smartphone addiction and anxiety**

**Unkyung No<sup>1</sup>, Sehee Hong<sup>2</sup>**

<sup>1</sup>Institute of Educational Research, Korea University; <sup>2</sup>Korea University; nuk132000@hanmail.net

As the use of smartphones surges, the problem of adolescents' smartphone addiction is becoming more and more serious. To identify and resolve this problem, the purpose of this study was to synthesize studies of adolescents' smartphone addiction that have been performed so far. Among the many related variables, the relationship between the anxiety variable and the addiction was examined. To achieve the purpose, meta-analysis was conducted. For computing effect sizes in terms of Hedges's *g*, 22 studies were included and 76 statistics were used. Based on random-effect model, mean effect size was estimated and meta-regression was conducted using moderator variables (i.e. study characteristics) to find heterogeneities of the effect size. Results showed that the effect size was .769 that is big effect size according to the guideline of Cohen (1988). There was no publication bias. According to meta-regression, the effect of study type was significant as a moderator variable. Through these results, it can be possible to develop systematic intervention strategies such as anxiety reduction program to prevent adolescents' smartphone addiction.

**ID: 375 / Poster Session 2: 38**

**Poster presentation**

*Topics: Organizational and Social Psychology*

**Perceived ethical reputation: Scale development and validation**

**Vitor Hugo Silva<sup>1,2</sup>, Ana Patricia Duarte<sup>1,2,3</sup>, Eduardo Simões<sup>1,3</sup>, José Neves<sup>1,3</sup>**

<sup>1</sup>ISCTE-IUL, Portugal; <sup>2</sup>CIS-IUL, Portugal; <sup>3</sup>BRU-IUL, Portugal; vitor\_hugo\_silva@isccte.pt

Ethical reputation reflects organizations' commitment to ethics (Jaramillo, Grisaffe, Chonko, & Roberts, 2009; Mulki & Jaramillo, 2011), based on perceived occurrences of ethical problems (Armstrong, 1996) and ways organizations treat their employees and customers (Dawkins & Lewis, 2003). Having a favorable reputation may lead to favorable consequences, such as attracting higher-quality applicants, enhanced job attitudes, and increased employee ethical conduct (Fombrun & Shanley, 1990; Turban & Cable, 2003). However, a comprehensive measure to assess employees' perceptions of the ethical reputation of their organizations is still missing. Therefore, the present study attempts to develop and validate such a measure. A pool of items reflecting the different dimensions of the construct was drawn from the existing literature on business ethics and organizational reputation. The relevance and clarity of those items was assessed by experts to assure content validity. In order to assess the psychometric characteristics of the scale, data are being collected via convenience sampling. The target sample comprises employees from organizations of different business sectors. Subsequently, analyses to determine construct validity and reliability will be performed. Results will be presented at the conference. The present research is expected to provide a new and useful tool for measuring ethical reputation of organizations, to be used in future research on the issue.