



OLDER ADULTS' JOB EXPERIENCE PREDICTS EMOTION PERCEPTION AND INTERPERSONAL PERCEPTION, DIFFERENTIALLY BY GENDER

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WHAT WE LEARNED

Interpersonal relationships on the job are predictive of anger perception, and leadership and face-to-face experience were predictive of overall emotion and interpersonal perception.

Gender is important when examining the degree to which interpersonal relationships in the workplace relate to social judgements.

Future work should investigate whether gender differences in subordinate vs leadership roles could account for these findings.

BACKGROUND

Older adults are worse than young adults at recognizing emotional facial expressions (Ruffman, Henry, Livingstone, & Phillips, 2008).

In particular, age differences in anger perception remain even when other emotions improve via additional context (e.g., Richter, Dietzel, & Kunzmann, 2011; Stanley & Isaacowitz, 2015).

Additionally, women were found to be more adept at emotion perception than men even when there was minimal emotional information available (Hall & Matsumoto, 2004).

OBJECTIVES

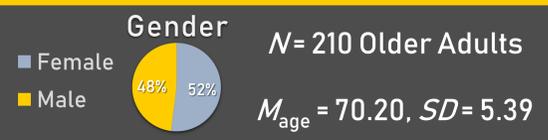
1. To determine if social experience on the job relates to anger perception and emotion perception in older adults.
2. To determine if there are gender differences in the relationships between social experience on the job and emotion/interpersonal perception.

HYPOTHESIS

Older adults who had jobs with more social requirements will be better at anger perception, emotion perception, and interpersonal perception, and this will differ by gender.

METHODS

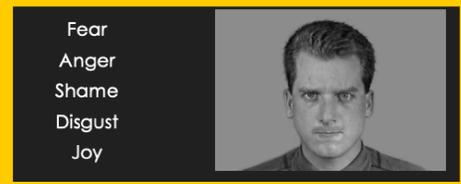
PARTICIPANTS



PROCEDURE

EMOTION PERCEPTION TASK

40 trials:
fear, anger, shame, disgust, and joy
Montreal Set of Facial Displays of Emotion
Beaupré, Cheung, & Hess, 2000



DEMOGRAPHICS

Job Held Longest
What job did you hold the longest?

Most frequently reported jobs:

Managerial Positions	19%
Assistant/Secretarial	14%
Salesperson	9%
Educator	9%

INTERPERSONAL PERCEPTION TASK

15 scenes of social interactions
Spontaneous and unscripted – "Real time"
Children and Adults; 1-4 people in each scene
Questions across different domains:
Deception, Status, Kinship, Intimacy, Competition



*Which person is the other person's boss?
Who is the child of the two adults?*

Costanzo & Archer, 1989

What is the relationship between the man and the woman?

JOB SKILLS RATING

O*Net Database Ratings for Job Skills
Matched longest held job from demographics to closest description of job in O*Net Database. Used O*Net rating of frequency or importance of experience (0-100) for 7 researcher-identified components in the interpersonal relationship category.

- Work Context >> Interpersonal Relationships
1. Contact with Others
 2. Dealing with External Customers
 3. Dealing with Physically Aggressive People
 4. Dealing with Angry or Unpleasant People
 5. Frequency of Conflict Situations



6. Face-to-face experience
How often do you have to have face-to-face discussions with individuals or teams in this job?

7. Coordination/Leadership Experience
How important is it to coordinate or lead others in accomplishing work activities in this job?

RESULTS

Examined correlations among 3 outcome variables (anger perception, overall emotional perception, interpersonal perception) with the 7 researcher-identified components. Only components 6 & 7 significantly correlated with outcome variables.



For women, more face-to-face experience in the job they held the longest was related to better anger perception and overall emotion perception.

For men, more coordination/leadership experience in the job they held the longest was related to better interpersonal perception.

Example Job Skills Rating: Managerial Position

Contact with others	100
Dealing with External Customers	78
Dealing with Physically Aggressive People	11
Dealing with Angry or Unpleasant People	50
Frequency of Conflict Situations	68
Face-to-Face Experience	100
Coordination/Leadership Experience	85