University of Missouri – St. Louis

The Graduate School
Announcement

An oral examination in defense of the dissertation for the degree
Doctor of Philosophy in Industrial and Organizational Psychology

Amanda L. Blinebry

Master of Arts in Industrial and Organizational Psychology –University of Missouri-St. Louis, 2011
Bachelor of Arts in Psychology and Sociology –Syracuse University, 2007

The Impact of a Supportive Feedback Environment on Attitudinal and Performance Outcomes

Date: April 20, 2016
Time: 9:00 a.m. to 11:00 a.m.
Place: 432 Stadler Hall

Abstract
While the positive outcomes of feedback in the workplace have been supported in previous research, there is still a lack of theoretical unity explaining how and why feedback may be advantageous. In addition, previous studies examining the effects of feedback have resulted in mixed findings. Two studies were conducted to clarify the conditions for valuable feedback by proposing and empirically testing two models examining relationships between the feedback environment and outcomes. The first study examined performance outcomes related to a supportive feedback environment while the second study examined attitudinal outcomes associated with a supportive feedback environment. Results of both studies indicate that a feedback environment is related to several positive performance and attitudinal outcomes, as well as mediating variables. Taken together, these results provide evidence for the strength of supportive feedback environments.

Defense of Dissertation Committee
John Meriac, Ph.D. (Chair)
Mark Tubbs, Ph.D.
Scott Soltis, Ph.D.
Deborah Balser, Ph.D.