

Efficacy of authentic self-expression in newcomer orientation

Abstract

This longitudinal quasi-field experiment tests the efficacy of an authentic self-expression (ASE) program on both proximal outcomes (i.e., perceived stress and popularity) and distal outcome (i.e., job performance) of new newcomer adjustment. Two cohorts of newly hired nurses were followed up four times post-entry (at Months 3, 6, 9, and 12, respectively), with the first cohort receiving a traditional orientation program (control) and the second cohort receiving an ASE program (treatment). Results suggest that the ASE orientation was more effective than the traditional orientation in enhancing newcomer's job performance via two distinct mechanisms: reducing stress and gaining popularity.