

Winfred Arthur Jr

List of Publications by Year in descending order

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Version: 2024-02-01

85
papers

5,346
citations

136885

32
h-index

85498

71
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87
all docs

87
docs citations

87
times ranked

3545
citing authors

#	ARTICLE	IF	CITATIONS
1	Effectiveness of training in organizations: A meta-analysis of design and evaluation features.. Journal of Applied Psychology, 2003, 88, 234-245.	4.2	847
2	Safety climate and injuries: An examination of theoretical and empirical relationships.. Journal of Applied Psychology, 2010, 95, 713-727.	4.2	352
3	Hunter and Hunter (1984) revisited: Interview validity for entry-level jobs.. Journal of Applied Psychology, 1994, 79, 184-190.	4.2	318
4	The use of person-organization fit in employment decision making: An assessment of its criterion-related validity.. Journal of Applied Psychology, 2006, 91, 786-801.	4.2	283
5	A META-ANALYSIS OF THE CRITERION-RELATED VALIDITY OF ASSESSMENT CENTER DIMENSIONS. Personnel Psychology, 2003, 56, 125-153.	2.2	272
6	Development of a new outlier statistic for meta-analytic data.. Journal of Applied Psychology, 1995, 80, 327-334.	4.2	231
7	Development of a Short form for the Raven Advanced Progressive Matrices Test. Educational and Psychological Measurement, 1994, 54, 394-403.	1.2	223
8	Relationships among team ability composition, team mental models, and team performance.. Journal of Applied Psychology, 2006, 91, 727-736.	4.2	223
9	The Five-Factor Model, Conscientiousness, and Driving Accident Involvement. Journal of Personality, 1996, 64, 593-618.	1.8	186
10	Knowledge structures and the acquisition of a complex skill.. Journal of Applied Psychology, 2001, 86, 1022-1033.	4.2	170
11	The importance of distinguishing between constructs and methods when comparing predictors in personnel selection research and practice.. Journal of Applied Psychology, 2008, 93, 435-442.	4.2	160
12	Prediction of Vehicular Accident Involvement: A Meta-Analysis. Human Performance, 1991, 4, 89-105.	1.4	118
13	The Construct-Related Validity of Assessment Center Ratings: A Review and Meta-Analysis of the Role of Methodological Factors. Journal of Management, 2003, 29, 231-258.	6.3	110
14	A Dyadic Protocol for Training Complex Skills. Human Factors, 1992, 34, 369-374.	2.1	90
15	Predicting motor vehicle crash involvement from a personality measure and a driving knowledge test. Journal of Prevention and Intervention in the Community, 2001, 22, 35-42.	0.5	77
16	The Magnitude and Extent of Cheating and Response Distortion Effects on Unproctored Internet-Based Tests of Cognitive Ability and Personality. International Journal of Selection and Assessment, 2010, 18, 1-16.	1.7	76
17	Convergent and Discriminant Validity of Assessment Center Dimensions: A Conceptual and Empirical Reexamination of the Assessment Center Construct-Related Validity Paradox. Journal of Management, 2000, 26, 813-835.	6.3	75
18	The comparative effect of subjective and objective after-action reviews on team performance on a complex task.. Journal of Applied Psychology, 2013, 98, 514-528.	4.2	74

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19	Locus of control and auditory selective attention as predictors of driving accident involvement: A comparative longitudinal investigation. <i>Journal of Safety Research</i> , 1992, 23, 73-80.	1.7	70
20	College-Sample Psychometric and Normative Data on a Short Form of the Raven Advanced Progressive Matrices Test. <i>Journal of Psychoeducational Assessment</i> , 1999, 17, 354-361.	0.9	69
21	Team Task Analysis: Identifying Tasks and Jobs That Are Team Based. <i>Human Factors</i> , 2005, 47, 654-669.	2.1	67
22	Personality testing in employment settings. <i>Personnel Review</i> , 2001, 30, 657-676.	1.6	64
23	A Longitudinal Examination of the Comparative Criterion-Related Validity of Additive and Referent-Shift Consensus Operationalizations of Team Efficacy. <i>Organizational Research Methods</i> , 2007, 10, 35-58.	5.6	54
24	Teaching Effectiveness: The relationship between reaction and learning evaluation criteria. <i>Educational Psychology</i> , 2003, 23, 275-285.	1.2	47
25	The Use of Mobile Devices in High-Stakes Remotely Delivered Assessments and Testing. <i>International Journal of Selection and Assessment</i> , 2014, 22, 113-123.	1.7	46
26	Visual attention: Individual differences in training and predicting complex task performance. <i>Acta Psychologica</i> , 1995, 88, 3-23.	0.7	45
27	Motor Vehicle Crash Involvement and Moving Violations: Convergence of Self-Report and Archival Data. <i>Human Factors</i> , 2001, 43, 1-11.	2.1	45
28	Convergence of Self-Report and Archival Crash Involvement Data: A Two-Year Longitudinal Follow-Up. <i>Human Factors</i> , 2005, 47, 303-313.	2.1	45
29	Feedback acceptance in developmental assessment centers: the role of feedback message, participant personality, and affective response to the feedback session. <i>Journal of Organizational Behavior</i> , 2008, 29, 681-703.	2.9	44
30	Comparative evaluation of three situational judgment test response formats in terms of construct-related validity, subgroup differences, and susceptibility to response distortion.. <i>Journal of Applied Psychology</i> , 2014, 99, 535-545.	4.2	43
31	An examination of factors contributing to a reduction in subgroup differences on a constructed-response paper-and-pencil test of scholastic achievement.. <i>Journal of Applied Psychology</i> , 2007, 92, 794-801.	4.2	40
32	Recipients' affective responses to affirmative action interventions: A cross-cultural perspective. <i>Behavioral Sciences and the Law</i> , 1992, 10, 229-243.	0.6	38
33	The Development and Validation of a Cross-Industry Safety Climate Measure: Resolving Conceptual and Operational Issues. <i>Journal of Management</i> , 2019, 45, 1987-2013.	6.3	36
34	MULTIPLE-CHOICE AND CONSTRUCTED RESPONSE TESTS OF ABILITY: RACE-BASED SUBGROUP PERFORMANCE DIFFERENCES ON ALTERNATIVE PAPER-AND-PENCIL TEST FORMATS. <i>Personnel Psychology</i> , 2002, 55, 985-1008.	2.2	34
35	Validation of an information-processing-based test battery for the prediction of handling accidents among petroleum-product transport drivers.. <i>Journal of Applied Psychology</i> , 1990, 75, 621-628.	4.2	31
36	Unproctored Internet-Based Tests of Cognitive Ability and Personality: Magnitude of Cheating and Response Distortion. <i>Industrial and Organizational Psychology</i> , 2009, 2, 39-45.	0.5	31

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37	A Call for Conceptual Models of Technology in I-O Psychology: An Example From Technology-Based Talent Assessment. <i>Industrial and Organizational Psychology</i> , 2017, 10, 634-653.	0.5	30
38	BRIEF REPORT: Effectiveness of Individual and Dyadic Training Protocols: The Influence of Trainee Interaction Anxiety. <i>Human Factors</i> , 1996, 38, 79-86.	2.1	29
39	A Confirmatory Factor Analytic Study Examining the Dimensionality of the Raven'S Advanced Progressive Matrices. <i>Educational and Psychological Measurement</i> , 1993, 53, 471-478.	1.2	28
40	Validation of a visual attention test as a predictor of driving accident involvement. <i>Journal of Occupational and Organizational Psychology</i> , 1994, 67, 173-182.	2.6	27
41	The Relationship Between Team Deepâ€Level Diversity and Team Performance: A Metaâ€Analysis of the Main Effect, Moderators, and Mediating Mechanisms. <i>Journal of Management Studies</i> , 2021, 58, 2137-2179.	6.0	27
42	A Dyadic Protocol for Training Complex Skills: A Replication Using Female Participants. <i>Human Factors</i> , 2000, 42, 512-520.	2.1	26
43	Ability-based pairing strategies in the team-based training of a complex skill: Does the intelligence of your training partner matter?. <i>Intelligence</i> , 2005, 33, 39-65.	1.6	25
44	The Lazy or Dishonest Respondent: Detection and Prevention. <i>Annual Review of Organizational Psychology and Organizational Behavior</i> , 2021, 8, 105-137.	5.6	25
45	Mend It, Donâ€™t End It: An Alternate View of Assessment Center Construct-Related Validity Evidence. <i>Industrial and Organizational Psychology</i> , 2008, 1, 105-111.	0.5	24
46	Can psychological variables help predict the use of priced managed lanes?. <i>Transportation Research Part F: Traffic Psychology and Behaviour</i> , 2014, 22, 25-38.	1.8	24
47	An Information-Processing-Based Conceptual Framework of the Effects of Unproctored Internet-Based Testing Devices on Scores on Employment-Related Assessments and Tests. <i>Human Performance</i> , 2018, 31, 1-32.	1.4	23
48	Criterion-Related Validity of Statistical Operationalizations of Group General Cognitive Ability as a Function of Task Type: Comparing the Mean, Maximum, and Minimum1. <i>Journal of Applied Social Psychology</i> , 2004, 34, 1521-1549.	1.3	22
49	The Angoff Cutoff Score Method: The Impact of Frame-of-Reference Rater Training. <i>Educational and Psychological Measurement</i> , 1991, 51, 857-872.	1.2	21
50	The Effect of Distributed Practice on Immediate Posttraining, and Long-Term Performance on a Complex Command-and-Control Simulation Task. <i>Human Performance</i> , 2010, 23, 428-445.	1.4	21
51	Personality as a Multilevel Predictor of Climate. <i>Group and Organization Management</i> , 2015, 40, 625-656.	2.7	20
52	Team Task Analysis. <i>Human Factors</i> , 2012, 54, 277-295.	2.1	17
53	Examination of the Construct Validity of Alternative Measures of Field Dependence/Independence. Perceptual and Motor Skills, 1991, 72, 851-859.	0.6	16
54	An Empirical Comparison of Cutoff Score Methods for Content-Related and Criterion-Related Validity Settings. <i>Educational and Psychological Measurement</i> , 1991, 51, 1029-1039.	1.2	15

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55	Ability determinants of complex skill acquisition: Effects of training protocol. <i>Acta Psychologica</i> , 1997, 97, 145-165.	0.7	13
56	Relationships among personnel tests, age, and job performance. <i>Experimental Aging Research</i> , 1990, 16, 11-16.	0.6	12
57	Hispanic and African American Reactions to a Simulated Race-Based Affirmative Action Scenario. <i>Hispanic Journal of Behavioral Sciences</i> , 1998, 20, 3-16.	1.1	12
58	Clash of the climates: Examining the paradoxical effects of climates for promotion and prevention. <i>Personnel Psychology</i> , 2020, 73, 241-269.	2.2	12
59	Race and Sex Differences in Reactions to a Simulated Selection Decision Involving Race-Based Affirmative Action. <i>Journal of Black Psychology</i> , The, 1995, 21, 181-200.	1.0	11
60	Conducting Meta-Analysis Using the Proc Means Procedure in Sas. <i>Educational and Psychological Measurement</i> , 1993, 53, 119-131.	1.2	10
61	Chasing the Title VII Holy Grail: The Pitfalls of Guaranteeing Adverse Impact Elimination. <i>Journal of Business and Psychology</i> , 2013, 28, 473-485.	2.5	10
62	The Three-Option Format for Knowledge and Ability Multiple-Choice Tests: A case for why it should be more commonly used in personnel testing. <i>International Journal of Selection and Assessment</i> , 2012, 20, 65-81.	1.7	9
63	DEVELOPMENT OF A JOB ANALYSIS-BASED PROCEDURE FOR WEIGHTING AND COMBINING CONTENT RELATED TESTS INTO A SINGLE TEST BATTERY SCORE. <i>Personnel Psychology</i> , 1996, 49, 971-985.	2.2	8
64	Team Members' Interaction Anxiety and Team-Training Effectiveness. <i>Human Factors</i> , 2015, 57, 163-176.	2.1	8
65	Unproctored internet-based device-type effects on test scores: The role of working memory. <i>Intelligence</i> , 2018, 67, 67-75.	1.6	8
66	The Impact of Emerging Technologies on Selection Models and Research. , 2017, , 967-986.		8
67	The comparative effectiveness of distributed and colocated team after-action reviews. <i>Human Performance</i> , 2016, 29, 408-427.	1.4	7
68	Combining a Multiple Emphasis on Components Protocol with Small Group Protocols for Training Complex Skills. <i>Proceedings of the Human Factors and Ergonomics Society</i> , 1993, 37, 1216-1220.	0.2	6
69	Choice of Software and Programs in Meta-Analysis Research: Does it Make a Difference?. <i>Educational and Psychological Measurement</i> , 1994, 54, 776-787.	1.2	6
70	Assessment centers.. , 2011, , 205-235.		6
71	Introducing a Subject Matter Expert-Based Utility Analysis Approach to Assessing the Utility of Organizational Interventions Such as Crew Resource Management Training. <i>The International Journal of Aviation Psychology</i> , 2011, 21, 191-215.	0.7	5
72	Red vs. green: Does the exam booklet color matter in higher education summative evaluations? Not likely. <i>Psychonomic Bulletin and Review</i> , 2016, 23, 1596-1601.	1.4	5

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73	The Importance of Team Sex Composition in Team-Training Research Employing Complex Psychomotor Tasks. <i>Human Factors</i> , 2017, 59, 833-843.	2.1	4
74	After-Action Reviews and Long-Term Performance: An Experimental Examination in the Context of an Emergency Simulation. <i>Human Factors</i> , 2022, 64, 760-778.	2.1	4
75	No Steps Forward, Two Steps Back: The Fallacy of Trying to "Eradicate" Adverse Impact?. <i>Industrial and Organizational Psychology</i> , 2013, 6, 438-442.	0.5	3
76	Skill Decay. , 0, , 1085-1108.		3
77	Mobile Assessment in Personnel Testing. , 2019, , 179-207.		3
78	The testing environment as an explanation for unproctored internet-based testing device-type effects. <i>International Journal of Selection and Assessment</i> , 2021, 29, 65-80.	1.7	3
79	Psychological items: a useful addition in modeling travel behavior on managed lanes. <i>Transportation</i> , 2021, 48, 215-237.	2.1	3
80	Small Animal Resident Selection Processes at a University Teaching Hospital: An Analysis and Recommendations for Improvement. <i>Journal of Veterinary Medical Education</i> , 2021, 48, 1-7.	0.4	2
81	A Meta-Analysis of Task and Training Characteristics that Contribute to or Attenuate the Effectiveness of the After-Action Review (or "Debrief"). <i>Journal of Business and Psychology</i> , 2022, 37, 953-976.	2.5	2
82	Dyadic Protocols, Observational Learning, and the Acquisition of Complex Skills. <i>Proceedings of the Human Factors and Ergonomics Society</i> , 2003, 47, 2050-2053.	0.2	1
83	A multilevel construct validation of safety climate. <i>Proceedings - Academy of Management</i> , 2013, 2013, 10843.	0.0	1
84	Introduction to the Inaugural Issue of the Annual "Psychometric Development and Evaluation of Measures in the Organizational Sciences" Series. <i>Human Performance</i> , 2020, 33, 71-73.	1.4	0
85	Does the use of alternative predictor methods reduce subgroup differences? It depends on the construct. <i>Human Resource Management</i> , 2021, 60, 479-498.	3.5	0