

Donald M Truxillo

List of Publications by Year in descending order

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Version: 2024-02-01

113
papers

6,038
citations

101384

36
h-index

79541

73
g-index

120
all docs

120
docs citations

120
times ranked

3955
citing authors

#	ARTICLE	IF	CITATIONS
1	Newcomer adjustment during organizational socialization: A meta-analytic review of antecedents, outcomes, and methods.. Journal of Applied Psychology, 2007, 92, 707-721.	4.2	1,011
2	Whistle While You Work. Journal of Management, 2012, 38, 1038-1083.	6.3	517
3	APPLICANT REACTIONS TO SELECTION: DEVELOPMENT OF THE SELECTION PROCEDURAL JUSTICE SCALE (SPJS). Personnel Psychology, 2001, 54, 387-419.	2.2	280
4	Supporting the Aging Workforce: A Review and Recommendations for Workplace Intervention Research. Annual Review of Organizational Psychology and Organizational Behavior, 2015, 2, 351-381.	5.6	222
5	A lifespan perspective on job design: Fitting the job and the worker to promote job satisfaction, engagement, and performance. Organizational Psychology Review, 2012, 2, 340-360.	3.0	211
6	Overqualified Employees: Making the Best of a Potentially Bad Situation for Individuals and Organizations. Industrial and Organizational Psychology, 2011, 4, 215-232.	0.5	195
7	A field study of frame-of-reference effects on personality test validity.. Journal of Applied Psychology, 2003, 88, 545-551.	4.2	164
8	Navigating Uncharted Waters. Journal of Management, 2015, 41, 203-235.	6.3	160
9	Effectiveness of Total Worker Health interventions.. Journal of Occupational Health Psychology, 2015, 20, 226-247.	2.3	152
10	Selection fairness information and applicant reactions: A longitudinal field study.. Journal of Applied Psychology, 2002, 87, 1020-1031.	4.2	132
11	Differential effects of task variety and skill variety on burnout and turnover intentions for older and younger workers. European Journal of Work and Organizational Psychology, 2013, 22, 306-317.	2.2	126
12	Applicant Perspectives During Selection: A Review Addressing "So What?", "What's New?", and "Where to Next?". Journal of Management, 2017, 43, 1693-1725.	6.3	126
13	UNDERSTANDING NEWCOMERS' ADAPTABILITY AND WORK-RELATED OUTCOMES: TESTING THE MEDIATING ROLES OF PERCEIVED "E FIT VARIABLES. Personnel Psychology, 2011, 64, 163-189.	2.2	120
14	Effects of Explanations on Applicant Reactions: A meta-analytic review. International Journal of Selection and Assessment, 2009, 17, 346-361.	1.7	111
15	The Importance of Organizational Justice in Personnel Selection: Defining When Selection Fairness Really Matters. International Journal of Selection and Assessment, 2004, 12, 39-53.	1.7	109
16	Development and examination of an expectancy-based measure of test-taking motivation.. Journal of Applied Psychology, 2000, 85, 739-750.	4.2	101
17	Age as moderator of the relationship of proactive personality with training motivation, perceived career development from training, and training behavioral intentions. Journal of Organizational Behavior, 2011, 32, 248-263.	2.9	94
18	Age differences in feedback reactions: The roles of employee feedback orientation on social awareness and utility.. Journal of Applied Psychology, 2015, 100, 1296-1308.	4.2	94

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19	Selection in the Information Age: The Impact of Privacy Concerns and Computer Experience on Applicant Reactions. <i>Journal of Management</i> , 2006, 32, 601-621.	6.3	93
20	Workplace mistreatment climate and potential employee and organizational outcomes: A meta-analytic review from the target's perspective. <i>Journal of Occupational Health Psychology</i> , 2014, 19, 315-335.	2.3	92
21	Applicant reactions to test scores banding in entry-level and promotional contexts. <i>Journal of Applied Psychology</i> , 1999, 84, 322-339.	4.2	79
22	Applicant Reactions to Different Selection Technology: Face-to-Face, Interactive Voice Response, and Computer-Assisted Telephone Screening Interviews. <i>International Journal of Selection and Assessment</i> , 2004, 12, 135-148.	1.7	79
23	The effects of purpose of appraisal and individual differences in stereotypes of women on sex differences in performance ratings: A laboratory and field study. <i>Journal of Applied Psychology</i> , 1988, 73, 551-558.	4.2	74
24	How and why do interviewers try to make impressions on applicants? A qualitative study. <i>Journal of Applied Psychology</i> , 2016, 101, 313-332.	4.2	70
25	Age effects on perceived personality and job performance. <i>Journal of Managerial Psychology</i> , 2013, 28, 867-885.	1.3	58
26	The effects of sleep on workplace cognitive failure and safety. <i>Journal of Occupational Health Psychology</i> , 2019, 24, 411-422.	2.3	58
27	Who benefits from more tasks? Older versus younger workers. <i>Journal of Managerial Psychology</i> , 2014, 29, 508-523.	1.3	57
28	A Field Study of the Role of Big Five Personality in Applicant Perceptions of Selection Fairness, Self, and the Hiring Organization. <i>International Journal of Selection and Assessment</i> , 2006, 14, 269-277.	1.7	56
29	College Education and Police Job Performance: A Ten-Year Study. <i>Public Personnel Management</i> , 1998, 27, 269-280.	1.5	51
30	Research themes on age and work: Introduction to the Special Issue. <i>European Journal of Work and Organizational Psychology</i> , 2013, 22, 249-252.	2.2	46
31	A Review and Synthesis of the Work Ability Literature. <i>Work, Aging and Retirement</i> , 2019, 5, 114-138.	3.0	45
32	Family interference with work and workplace cognitive failure: The mitigating role of recovery experiences. <i>Journal of Vocational Behavior</i> , 2012, 81, 227-235.	1.9	44
33	Perceptions of Older Versus Younger Workers in Terms of Big Five Facets, Proactive Personality, Cognitive Ability, and Job Performance. <i>Journal of Applied Social Psychology</i> , 2012, 42, 2607-2639.	1.3	43
34	Effects of a Workplace Intervention Targeting Psychosocial Risk Factors on Safety and Health Outcomes. <i>BioMed Research International</i> , 2015, 2015, 1-12.	0.9	43
35	Temp-to-permanent employees: A longitudinal study of stress and selection success. <i>Journal of Occupational Health Psychology</i> , 2000, 5, 337-346.	2.3	40
36	Multiple Dimensions of Procedural Justice: Longitudinal Effects on Selection System Fairness and Test-Taking Self-Efficacy. <i>International Journal of Selection and Assessment</i> , 2001, 9, 336-349.	1.7	40

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37	An improved test of the disaggregation hypothesis of job and life satisfaction. <i>Journal of Occupational Psychology</i> , 1989, 62, 33-39.	1.5	37
38	Rejected But Still There: Shifting the focus in applicant reactions to the promotional context. <i>International Journal of Selection and Assessment</i> , 2009, 17, 402-416.	1.7	37
39	Overqualification Theory, Research, and Practice: Things That Matter. <i>Industrial and Organizational Psychology</i> , 2011, 4, 260-267.	0.5	37
40	Relating Age, Decision Authority, Job Satisfaction, and Mental Health: A Study of Construction Workers. <i>Work, Aging and Retirement</i> , 2016, 2, 428-435.	3.0	36
41	A Systems-Based Approach to Fostering Robust Science in Industrial-Organizational Psychology. <i>Industrial and Organizational Psychology</i> , 2018, 11, 4-42.	0.5	36
42	Will you still hire me when I am over 50? The effects of implicit and explicit age stereotyping on resume evaluations. <i>European Journal of Work and Organizational Psychology</i> , 2019, 28, 453-467.	2.2	34
43	Opening the black box: Examining the nomological network of work ability and its role in organizational research.. <i>Journal of Applied Psychology</i> , 2020, 105, 637-670.	4.2	34
44	Training valence, instrumentality, and expectancy scale (Tâ€VIESâ€t). <i>Journal of Workplace Learning</i> , 2011, 23, 133-151.	0.9	31
45	Daily perceptions of relationship quality with leaders: implications for follower well-being. <i>Work and Stress</i> , 2019, 33, 119-136.	2.8	31
46	The lagged influence of organizations' human resources practices on employees' career sustainability: The moderating role of age. <i>Journal of Vocational Behavior</i> , 2020, 120, 103444.	1.9	31
47	Age discrimination: Potential for adverse impact and differential prediction related to age. <i>Human Resource Management Review</i> , 2017, 27, 316-327.	3.3	28
48	The moderating role of age in the job characteristicsâ€absenteeism relationship: A matter of occupational context?. <i>Journal of Occupational and Organizational Psychology</i> , 2018, 91, 57-83.	2.6	28
49	Another look at the job satisfactionâ€life satisfaction relationship: A test of the disaggregation hypothesis. <i>Journal of Organizational Behavior</i> , 1987, 8, 71-77.	2.9	24
50	The moderating effect of perceived organizational support on the relationships between organizational justice and objective measures of cardiovascular health. <i>European Journal of Work and Organizational Psychology</i> , 2017, 26, 399-410.	2.2	24
51	Do resources matter for employee stress? It depends on how old you are. <i>Journal of Vocational Behavior</i> , 2018, 107, 182-194.	1.9	24
52	Perceptions of Overall Fairness: Are Effects on Job Performance Moderated by Leader-Member Exchange?. <i>Human Performance</i> , 2009, 22, 432-449.	1.4	23
53	Crossâ€cultural Examination of Applicant Reactions to Selection Methods: <scp>U</scp>nited <scp>S</scp>tates and <scp>V</scp>ietnam. <i>International Journal of Selection and Assessment</i> , 2012, 20, 209-219.	1.7	21
54	Safety, Health, and Well-Being of Municipal Utility and Construction Workers. <i>Journal of Occupational and Environmental Medicine</i> , 2014, 56, 771-778.	0.9	21

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55	Exploration of the impact of organisational context on a workplace safety and health intervention. <i>Work and Stress</i> , 2019, 33, 192-210.	2.8	21
56	Distressed and distracted by COVID-19 during high-stakes virtual interviews: The role of job interview anxiety on performance and reactions.. <i>Journal of Applied Psychology</i> , 2021, 106, 1103-1117.	4.2	21
57	Tracking job performance trajectories over time: A six-year longitudinal study. <i>European Journal of Work and Organizational Psychology</i> , 2015, 24, 560-577.	2.2	20
58	Recommended Practices for Academics to Initiate and Manage Research Partnerships With Organizations. <i>Industrial and Organizational Psychology</i> , 2018, 11, 543-581.	0.5	20
59	Using pre-test explanations to improve test-taker reactions: Testing a set of "wise" interventions. <i>Organizational Behavior and Human Decision Processes</i> , 2017, 141, 43-56.	1.4	19
60	What Are the Benefits of Focusing on Generation-Based Differences and at What Cost?. <i>Industrial and Organizational Psychology</i> , 2015, 8, 356-362.	0.5	17
61	The Effect of Age on Daily Positive Emotions and Work Behaviors. <i>Work, Aging and Retirement</i> , 2021, 7, 9-19.	1.4	16
62	The Role of Cognitive Ability in Self-Efficacy and Self-Assessed Test Performance ¹ . <i>Journal of Applied Social Psychology</i> , 2008, 38, 903-918.	1.3	15
63	Individual and contextual variables enhance transfer for a workplace eco-driving intervention. <i>Transportation Research Part F: Traffic Psychology and Behaviour</i> , 2016, 37, 138-143.	1.8	15
64	COVID-19 and its Implications for Research on Work Ability. <i>Work, Aging and Retirement</i> , 2020, 6, 242-245.	1.4	15
65	<i>Psychology and Work</i> . , 0, , .		15
66	Effects of Ratee Sex and Purpose of Appraisal on the Accuracy of Performance Evaluations. <i>Basic and Applied Social Psychology</i> , 1986, 7, 225-241.	1.2	14
67	Reactions to Organizational Alcohol Testing and Treatment Programs. <i>Journal of Business and Psychology</i> , 2002, 17, 31-45.	2.5	12
68	Evaluation of a Training Program for Nurse Supervisors Who Monitor Nurses in an Alternative-to-Discipline Program. <i>Advances in Nursing Science</i> , 2012, 35, 135-144.	0.6	12
69	Age Discrimination Research Is Alive and Well, Even If It Doesn't Live Where You'd Expect. <i>Industrial and Organizational Psychology</i> , 2013, 6, 100-102.	0.5	12
70	Setting Cutoff Scores for Personnel Selection Tests: issues. Illustrations, and Recommendations. <i>Human Performance</i> , 1996, 9, 275-295.	1.4	11
71	<i>Lifespan Perspectives on Job and Work Design</i> . , 2019, , 263-290.		11
72	Drug testing, drug treatment, and marijuana use: A fairness perspective.. <i>Journal of Applied Psychology</i> , 2002, 87, 1159-1166.	4.2	10

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73	Improving the Candidate Experience. <i>Organizational Dynamics</i> , 2018, 47, 147-154.	1.6	9
74	Applicant Reactions in Employee Recruitment and Selection. , 2019, , 100-130.		9
75	Within-Individual Age-Related Trends, Cycles, and Event-Driven Changes in Job Performance: a Career-Span Perspective. <i>Journal of Business and Psychology</i> , 2020, 35, 643-662.	2.5	9
76	Title is missing!. <i>Journal of Business and Psychology</i> , 2001, 16, 87-99.	2.5	8
77	Age, Work Motivation, and the Potential for Age-Based Differential Validity for Personality Measures. <i>Industrial and Organizational Psychology</i> , 2009, 2, 106-108.	0.5	8
78	A Person-Centered Work Psychology: Changing Paradigms by Broadening Horizons. <i>Industrial and Organizational Psychology</i> , 2011, 4, 102-104.	0.5	8
79	The role of age in the relationship between work social characteristics and job attitudes. <i>Journal of Workplace Behavioral Health</i> , 2019, 34, 77-95.	0.8	8
80	Age Discrimination at Work. , 2017, , 447-472.		8
81	Age Stereotypes <i><i>Do</i></i> Matter: Looking Through the Lens of the Attractionâ€“Selectionâ€“Attrition Model. <i>Work, Aging and Retirement</i> , 2022, 8, 339-342.	1.4	8
82	The Roles of Gender and Affirmative Action Attitude in Reactions to Test Score Use Methods1. <i>Journal of Applied Social Psychology</i> , 2000, 30, 1812-1828.	1.3	7
83	Common risky behaviours checklist: a tool to assist nurse supervisors to assess unsafe practice. <i>Journal of Nursing Management</i> , 2015, 23, 794-802.	1.4	7
84	Effects of rater conscientiousness on evaluations of task and contextual performance of older and younger co-workers. <i>European Journal of Work and Organizational Psychology</i> , 2016, 25, 707-721.	2.2	7
85	Privacy and cybersecurity challenges, opportunities, and recommendations: Personnel selection in an era of online application systems and big data.. , 2020, , 393-409.		7
86	Employee reactions to a reduction in benefit-related compensation: A fairness perspective.. <i>Psychologist-Manager Journal</i> , 2007, 10, 105-125.	0.3	6
87	Job Design and Older Workers. <i>Advanced Series in Management</i> , 2017, , 139-159.	0.8	6
88	Contingent Workers: Who Are They and How Can We Select Them for Success?. , 0, , 865-878.		6
89	Effects of Subject Matter Expert Viewpoint on Job Analysis Results. <i>Public Personnel Management</i> , 2004, 33, 33-46.	1.5	5
90	Whites' and Asian Americans' Perceptions of Asian Americans as Targets of Affirmative Action¹. <i>Journal of Applied Social Psychology</i> , 2008, 38, 2737-2758.	1.3	5

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91	Perceptions of Affirmative Action Based on Socioeconomic Status: A Comparison with Traditional Affirmative Action. <i>Employee Responsibilities and Rights Journal</i> , 2014, 26, 35-57.	0.6	5
92	Age Discrimination at Work. , 2015, , .		5
93	The Aging Workforce. , 2014, , .		4
94	Organizational Justice Interventions: Practicalities, Concerns, and Potential. <i>Industrial and Organizational Psychology</i> , 2009, 2, 211-214.	0.5	3
95	The development and validation of the Privacy and Data Security Concerns Scale (PDSCS). <i>International Journal of Selection and Assessment</i> , 2021, 29, 100-113.	1.7	3
96	Age Diversity at Work. , 2015, , 1-8.		3
97	Reactions to Employer Policies Regarding Prescription Drugs and Medical Marijuana: The Role of Safety Sensitivity. <i>Journal of Business and Psychology</i> , 2013, 28, 145-158.	2.5	2
98	Older workers and sustainable late careers: job characteristic effects. , 2015, , .		2
99	Maintaining Work Ability to Support and Retain Older Workers. , 2016, , 323-353.		2
100	Who Benefits More? The Moderating Role of Age on the Relationship Between Work and Person Characteristics and Employee Attitudes and Wellbeing. <i>Occupational Health Science</i> , 2020, 4, 139-160.	1.0	2
101	Workability: A Metric to Inform Policy for an Aging Workforce. <i>The Public Policy and Aging Report</i> , 2020, 30, 89-94.	0.8	2
102	Work Design and Aging. , 2015, , 1-9.		2
103	Work Design and Aging. , 2017, , 2491-2498.		2
104	An Analysis of the Multidimensional Structure of Job Crafting for Older Workers With a Managerial Role. <i>Work, Aging and Retirement</i> , 2023, 9, 136-150.	1.4	2
105	Reciprocity or backfiring? Examining the influence of realistic job previews on applicants' willingness to self-disclose and use image protection tactics. <i>International Journal of Selection and Assessment</i> , 2022, 30, 311-329.	1.7	2
106	Special Issue Call for Papers: Age in the Workplace: Challenges and Opportunities. <i>European Journal of Work and Organizational Psychology</i> , 2011, 20, 727-727.	2.2	1
107	Age Diversity at Work. , 2017, , 82-88.		1
108	Knowledge is Key: Unlocking the Positive Effects of Age Diversity in Organizations. <i>Proceedings - Academy of Management</i> , 2020, 2020, 16832.	0.0	1

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109	Perceptions of Discrimination and Need for Affirmative Action Among Asian Americans: Is It Need or Self-Interest?. , 2006, , .	0.1	0
110	Family Interference with Work and Workplace Cognitive Failure: The Mitigating Role of Recovery. Proceedings - Academy of Management, 2012, 2012, 14173.	0.0	0
111	The Science of a Global Organizational Psychology: Differing Approaches and Assumptions. , 2014, , 41-55.		0
112	Co-rumination in the Relationship Between Negative Affect and Job Search Intentions. Proceedings - Academy of Management, 2019, 2019, 16991.	0.0	0
113	The Interaction between HR Practices and Age for Sustainable Careers across the Lifespan. Proceedings - Academy of Management, 2019, 2019, 12487.	0.0	0