

Neal Schmitt

List of Publications by Year in descending order

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94
papers

13,283
citations

31902

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40881

93
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98
all docs

98
docs citations

98
times ranked

8649
citing authors

#	ARTICLE	IF	CITATIONS
1	Uses and abuses of coefficient alpha.. Psychological Assessment, 1996, 8, 350-353.	1.2	1,812
2	THE INFLUENCE OF TRAINEE ATTITUDES ON TRAINING EFFECTIVENESS: TEST OF A MODEL. Personnel Psychology, 1986, 39, 497-523.	2.2	683
3	Patient Satisfaction with Health Care Decisions. Medical Decision Making, 1996, 16, 58-64.	1.2	524
4	Process tracing methods: Contributions, problems, and neglected research questions. Organizational Behavior and Human Decision Processes, 1989, 43, 75-117.	1.4	499
5	METAANALYSES OF VALIDITY STUDIES PUBLISHED BETWEEN 1964 AND 1982 AND THE INVESTIGATION OF STUDY CHARACTERISTICS. Personnel Psychology, 1984, 37, 407-422.	2.2	484
6	RECONSIDERING THE USE OF PERSONALITY TESTS IN PERSONNEL SELECTION CONTEXTS. Personnel Psychology, 2007, 60, 683-729.	2.2	484
7	Measurement invariance: Review of practice and implications. Human Resource Management Review, 2008, 18, 210-222.	3.3	477
8	Gender and the Internet: Women Communicating and Men Searching. Sex Roles, 2001, 44, 363-379.	1.4	472
9	The "Science of the Sophomore" Revisited: from Conjecture to Empiricism. Academy of Management Review, 1986, 11, 191-207.	7.4	424
10	Factors Defined by Negatively Keyed Items: The Result of Careless Respondents?. Applied Psychological Measurement, 1985, 9, 367-373.	0.6	381
11	Video-based versus paper-and-pencil method of assessment in situational judgment tests: Subgroup differences in test performance and face validity perceptions.. Journal of Applied Psychology, 1997, 82, 143-159.	4.2	316
12	High-stakes testing in employment, credentialing, and higher education: Prospects in a post-affirmative-action world.. American Psychologist, 2001, 56, 302-318.	3.8	301
13	Predicting Adaptive Performance: Further Tests of a Model of Adaptability. Human Performance, 2002, 15, 299-323.	1.4	292
14	Parameter Recovery and Model Fit Using Multidimensional Composites: A Comparison of Four Empirical Parceling Algorithms. Multivariate Behavioral Research, 2004, 39, 379-412.	1.8	281
15	Methodology Review: Analysis of Multitrait-Multimethod Matrices. Applied Psychological Measurement, 1986, 10, 1-22.	0.6	276
16	Human resource practices, organizational climate, and customer satisfaction. Journal of Management, 2001, 27, 431-449.	6.3	260
17	Interindividual differences in intraindividual changes in proactivity during organizational entry: A latent growth modeling approach to understanding newcomer adaptation.. Journal of Applied Psychology, 2000, 85, 190-210.	4.2	237
18	Developing a Biodata Measure and Situational Judgment Inventory as Predictors of College Student Performance.. Journal of Applied Psychology, 2004, 89, 187-207.	4.2	232

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19	Reactions to cognitive ability tests: The relationships between race, test performance, face validity perceptions, and test-taking motivation.. Journal of Applied Psychology, 1997, 82, 300-310.	4.2	223
20	ARE WE GETTING FOOLED AGAIN? COMING TO TERMS WITH LIMITATIONS IN THE USE OF PERSONALITY TESTS FOR PERSONNEL SELECTION. Personnel Psychology, 2007, 60, 1029-1049.	2.2	216
21	FORTY QUESTIONS ABOUT VALIDITY GENERALIZATION AND META-ANALYSIS.. Personnel Psychology, 1985, 38, 697-798.	2.2	202
22	Situational Judgment and Job Performance. Human Performance, 2002, 15, 233-254.	1.4	160
23	A Dynamic Multilevel Model of Demographic Diversity and Misfit Effects.. Journal of Applied Psychology, 2005, 90, 203-231.	4.2	154
24	Incremental validity of situational judgment tests.. Journal of Applied Psychology, 2001, 86, 410-417.	4.2	138
25	EXPERIENCE-BASED AND SITUATIONAL INTERVIEW QUESTIONS: STUDIES OF VALIDITY. Personnel Psychology, 1995, 48, 289-308.	2.2	137
26	A comparison of LISREL and two-stage least squares analysis of a hypothesized life-job satisfaction reciprocal relationship.. Journal of Applied Psychology, 1982, 67, 806-817.	4.2	121
27	Understanding pretest and posttest reactions to cognitive ability and personality tests.. Journal of Applied Psychology, 1998, 83, 471-485.	4.2	120
28	Prediction of 4-year college student performance using cognitive and noncognitive predictors and the impact on demographic status of admitted students.. Journal of Applied Psychology, 2009, 94, 1479-1497.	4.2	112
29	An Evaluation of Two Strategies for Reducing Adverse Impact and Their Effects on Criterion-Related Validity. Human Performance, 1996, 9, 241-258.	1.4	111
30	Adverse impact and predictive efficiency of various predictor combinations.. Journal of Applied Psychology, 1997, 82, 719-730.	4.2	111
31	The Use Of Analysis Of Covariance Structures To Assess Beta And Gamma Change. Multivariate Behavioral Research, 1982, 17, 343-358.	1.8	110
32	An investigation of race and sex similarity effects in interviews: A multilevel approach to relational demography.. Journal of Applied Psychology, 2003, 88, 852-865.	4.2	109
33	Student Guinea Pigs: Porcine Predictors and Particularistic Phenomena. Academy of Management Review, 1987, 12, 160-163.	7.4	102
34	Perceived fit with an academic environment: Attitudinal and behavioral outcomes. Journal of Vocational Behavior, 2008, 72, 317-335.	1.9	101
35	Personality and Cognitive Ability as Predictors of Effective Performance at Work. Annual Review of Organizational Psychology and Organizational Behavior, 2014, 1, 45-65.	5.6	93
36	Applicant decisions in the employment interview.. Journal of Applied Psychology, 1976, 61, 184-192.	4.2	86

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37	Solving the Supreme Problem: 100 years of selection and recruitment at the Journal of Applied Psychology.. Journal of Applied Psychology, 2017, 102, 291-304.	4.2	86
38	A Review And Critique Of Analyses Of Multitrait-Multimethod Matrices. Multivariate Behavioral Research, 1977, 12, 447-478.	1.8	84
39	The impact of corrections for faking on the validity of noncognitive measures in selection settings.. Journal of Applied Psychology, 2006, 91, 613-621.	4.2	78
40	From alpha to omega and beyond! A look at the past, present, and (possible) future of psychometric soundness in the Journal of Applied Psychology.. Journal of Applied Psychology, 2020, 105, 1351-1381.	4.2	77
41	An exercise design approach to understanding assessment center dimension and exercise constructs.. Journal of Applied Psychology, 1992, 77, 32-41.	4.2	75
42	Impact of Measurement Invariance on Construct Correlations, Mean Differences, and Relations With External Correlates. Assessment, 2011, 18, 412-427.	1.9	71
43	Path Analysis of Multitrait-Multimethod Matrices. Applied Psychological Measurement, 1978, 2, 157-173.	0.6	70
44	The Racial Digital Divide: Motivational, Affective, and Cognitive Correlates of Internet Use1. Journal of Applied Social Psychology, 2001, 31, 2019-2046.	1.3	70
45	INDIVIDUAL DIFFERENCES IN INTERVIEWER RATINGS: THE IMPACT OF STANDARDIZATION, CONSENSUS DISCUSSION, AND SAMPLING ERROR ON THE VALIDITY OF A STRUCTURED INTERVIEW. Personnel Psychology, 1996, 49, 85-102.	2.2	65
46	Patient Decision Support Intervention. Medical Care, 1999, 37, 270-284.	1.1	64
47	Race and sex as determinants of the mean and variance of performance ratings.. Journal of Applied Psychology, 1980, 65, 428-435.	4.2	61
48	Life and job satisfaction: Is the job central?. Journal of Vocational Behavior, 1980, 16, 51-58.	1.9	60
49	A longitudinal study of a valence model approach for the prediction of job satisfaction of new employees.. Journal of Applied Psychology, 1983, 68, 307-312.	4.2	60
50	The use of background and ability profiles to predict college student outcomes.. Journal of Applied Psychology, 2007, 92, 165-179.	4.2	60
51	Impact of Elaboration on Socially Desirable Responding and the Validity of Biodata Measures.. Journal of Applied Psychology, 2003, 88, 979-988.	4.2	59
52	A Monte Carlo evaluation of three formula estimates of cross-validated multiple correlation.. Psychological Bulletin, 1977, 84, 751-758.	5.5	57
53	Modeling Intraindividual Changes in Children's Social Skills at Home and at School: A Multivariate Latent Growth Approach to Understanding Between-Settings Differences in Children's Social Skill Development. Multivariate Behavioral Research, 2000, 35, 365-396.	1.8	57
54	Unexplained physical symptoms in eight organizations: Individual and organizational analyses. Journal of Occupational Psychology, 1980, 53, 305-317.	1.5	55

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55	Configurations of Organizational Effectiveness and Efficiency. <i>Academy of Management Journal</i> , 1993, 36, 1345-1361.	4.3	55
56	Internal analyses of task ratings by job incumbents.. <i>Journal of Applied Psychology</i> , 1989, 74, 96-104.	4.2	54
57	Models of Job Performance Ratings: An Examination of Ratee Race, Ratee Gender, and Rater Level Effects. <i>Human Performance</i> , 1996, 9, 103-119.	1.4	53
58	THE EFFECTS OF REQUIRED ELABORATION OF ANSWERS TO BIODATA QUESTIONS. <i>Personnel Psychology</i> , 2002, 55, 569-587.	2.2	53
59	A warning about the use of a standard deviation across dimensions within ratees to measure halo.. <i>Journal of Applied Psychology</i> , 1986, 71, 29-32.	4.2	52
60	Women's use of information regarding hormone replacement therapy. <i>Research in Nursing and Health</i> , 1990, 13, 355-366.	0.8	49
61	OPERATIONALIZING THE "BEHAVIORAL CONSISTENCY" APPROACH: SELECTION TEST DEVELOPMENT BASED ON A CONTENT-ORIENTED STRATEGY. <i>Personnel Psychology</i> , 1986, 39, 91-108.	2.2	48
62	Development of Rationale and Measures of Noncognitive College Student Potential. <i>Educational Psychologist</i> , 2012, 47, 18-29.	4.7	48
63	Correlates of Person Fit and Effect of Person Fit on Test Validity. <i>Applied Psychological Measurement</i> , 1999, 23, 41-53.	0.6	45
64	A model of career success: A longitudinal study of emergency physicians. <i>Journal of Vocational Behavior</i> , 2008, 73, 242-253.	1.9	45
65	Statistical and subjective weights. Some problems and proposals. <i>Organizational Behavior and Human Performance</i> , 1977, 20, 15-30.	1.5	44
66	The Cross-Cultural Equivalence of Job Performance Ratings. <i>Human Performance</i> , 2003, 16, 49-79.	1.4	44
67	Feedback and task predictability as determinants of performance in multiple cue probability learning tasks. <i>Organizational Behavior and Human Performance</i> , 1976, 16, 388-402.	1.5	39
68	Interrater agreement in dimensionality and combination of assessment center judgments.. <i>Journal of Applied Psychology</i> , 1977, 62, 171-176.	4.2	39
69	Validity of assessment center ratings for the prediction of performance ratings and school climate of school administrators.. <i>Journal of Applied Psychology</i> , 1984, 69, 207-213.	4.2	39
70	Traditional tests and job simulations: Minority and majority performance and test validities.. <i>Journal of Applied Psychology</i> , 2001, 86, 451-458.	4.2	38
71	COMPARISON OF EARLY RETIREES AND NON-RETIREES. <i>Personnel Psychology</i> , 1979, 32, 327-340.	2.2	35
72	Appropriateness Fit and Criterion-Related Validity. <i>Applied Psychological Measurement</i> , 1993, 17, 143-150.	0.6	35

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73	Equivalence of constructs measured by job-specific and commercially available aptitude tests.. Journal of Applied Psychology, 1992, 77, 298-308.	4.2	33
74	Work motivation in a developing country.. Journal of Applied Psychology, 1983, 68, 31-42.	4.2	29
75	Relationship between culture and responses to biodata employment items.. Journal of Applied Psychology, 1997, 82, 113-129.	4.2	27
76	Sex and race composition of assessment center groups as a determinant of peer and assessor ratings.. Journal of Applied Psychology, 1977, 62, 261-264.	4.2	26
77	Likability and Similarity as Potential Sources of Predictor-Related Criterion Bias in Validation Research. Organizational Behavior and Human Decision Processes, 1996, 68, 272-286.	1.4	26
78	Criterion-Focused Approach to Reducing Adverse Impact in College Admissions. Applied Measurement in Education, 2011, 24, 137-161.	0.5	24
79	The Status of Research on Applicant Reactions to Selection Tests and its Implications for Managers. International Journal of Management Reviews, 1999, 1, 45-62.	5.2	23
80	Parental employment, school climate, and children's academic and social development.. Journal of Applied Psychology, 1999, 84, 737-753.	4.2	23
81	The role of the idea champion in innovation: The case of the Internet in the mid-1990s. Computers in Human Behavior, 2008, 24, 451-467.	5.1	17
82	Motivational and Judgment Predictors of African American Academic Achievement at PWIs and HBCUs. Journal of College Student Development, 2013, 54, 29-42.	0.5	17
83	A detection model of college withdrawal. Organizational Behavior and Human Decision Processes, 2011, 115, 85-98.	1.4	13
84	Can We Develop Measures of Hypothetical Constructs?. Human Resource Management Review, 1999, 9, 169-183.	3.3	10
85	An Examination of Common Sensitivity Review Practices in Test Development. International Journal of Selection and Assessment, 2014, 22, 1-11.	1.7	8
86	The Relationship Between Job Attitudes and the Decision to Retire. Academy of Management Journal, 1981, 24, 795-802.	4.3	8
87	Using Biodata and Situational Judgment Inventories across Cultural Groups. International Journal of Testing, 2017, 17, 210-233.	0.2	6
88	Differential Item Functioning in Biodata: Opportunity Access as an Explanation of Gender- and Race-Related DIF. Applied Measurement in Education, 2010, 24, 71-94.	0.5	4
89	Combining cognitive and noncognitive predictors and impact on selected individual demographics: An illustration. International Journal of Selection and Assessment, 2019, 27, 21-30.	1.7	3
90	Predicting Job Satisfaction from Life Satisfaction: Is There a General Satisfaction Factor?. International Journal of Psychology, 1985, 20, 155-167.	1.7	3

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91	An Ideal Student Factor and the validity of noncognitive measures of student potential. <i>International Journal of Selection and Assessment</i> , 2018, 26, e0001.	1.7	2
92	Culture as a determinant of option choice in a situational judgement test: A new look. <i>Journal of Occupational and Organizational Psychology</i> , 2019, 92, 330-351.	2.6	2
93	No easy solution to subgroup differences. <i>American Psychologist</i> , 2002, 57, 305-6.	3.8	0
94	Productivity Research in the Behavioral and Social Sciences Productivity Research in the Behavioral and Social Sciences by Brief Arthur P. (Editor). New York: Praeger, 1984, 301 pp., \$24.95. Productivity: Problems, Prospects, and Policies, by Levitan Sar A. Werneke Diane. Baltimore: Johns Hopkins University Press, 1984, 125pp., \$15.. Academy of Management Review, 1985, 10, 865-867.	7.4	0