

Neal Schmitt

List of Publications by Year in descending order

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94
papers

13,283
citations

31902

53
h-index

40881

93
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98
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98
docs citations

98
times ranked

8649
citing authors

#	ARTICLE	IF	CITATIONS
1	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
2	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
3	Culture as a determinant of option choice in a situational judgement test: A new look. Journal of Occupational and Organizational Psychology, 2019, 92, 330-351.	2.6	2
4	An Ideal Student Factor and the validity of noncognitive measures of student potential. International Journal of Selection and Assessment, 2018, 26, e0001.	1.7	2
5	Using Biodata and Situational Judgment Inventories across Cultural Groups. International Journal of Testing, 2017, 17, 210-233.	0.2	6
6	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
7	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
8	An Examination of Common Sensitivity Review Practices in Test Development. International Journal of Selection and Assessment, 2014, 22, 1-11.	1.7	8
9	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
10	Development of Rationale and Measures of Noncognitive College Student Potential. Educational Psychologist, 2012, 47, 18-29.	4.7	48
11	Criterion-Focused Approach to Reducing Adverse Impact in College Admissions. Applied Measurement in Education, 2011, 24, 137-161.	0.5	24
12	A detection model of college withdrawal. Organizational Behavior and Human Decision Processes, 2011, 115, 85-98.	1.4	13
13	Impact of Measurement Invariance on Construct Correlations, Mean Differences, and Relations With External Correlates. Assessment, 2011, 18, 412-427.	1.9	71
14	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
15	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
16	Measurement invariance: Review of practice and implications. Human Resource Management Review, 2008, 18, 210-222.	3.3	477
17	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
18	Perceived fit with an academic environment: Attitudinal and behavioral outcomes. Journal of Vocational Behavior, 2008, 72, 317-335.	1.9	101

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19	A model of career success: A longitudinal study of emergency physicians. <i>Journal of Vocational Behavior</i> , 2008, 73, 242-253.	1.9	45
20	The use of background and ability profiles to predict college student outcomes.. <i>Journal of Applied Psychology</i> , 2007, 92, 165-179.	4.2	60
21	RECONSIDERING THE USE OF PERSONALITY TESTS IN PERSONNEL SELECTION CONTEXTS. <i>Personnel Psychology</i> , 2007, 60, 683-729.	2.2	484
22	ARE WE GETTING FOOLED AGAIN? COMING TO TERMS WITH LIMITATIONS IN THE USE OF PERSONALITY TESTS FOR PERSONNEL SELECTION. <i>Personnel Psychology</i> , 2007, 60, 1029-1049.	2.2	216
23	The impact of corrections for faking on the validity of noncognitive measures in selection settings.. <i>Journal of Applied Psychology</i> , 2006, 91, 613-621.	4.2	78
24	A Dynamic Multilevel Model of Demographic Diversity and Misfit Effects.. <i>Journal of Applied Psychology</i> , 2005, 90, 203-231.	4.2	154
25	Parameter Recovery and Model Fit Using Multidimensional Composites: A Comparison of Four Empirical Parceling Algorithms. <i>Multivariate Behavioral Research</i> , 2004, 39, 379-412.	1.8	281
26	Developing a Biodata Measure and Situational Judgment Inventory as Predictors of College Student Performance.. <i>Journal of Applied Psychology</i> , 2004, 89, 187-207.	4.2	232
27	The Cross-Cultural Equivalence of Job Performance Ratings. <i>Human Performance</i> , 2003, 16, 49-79.	1.4	44
28	Impact of Elaboration on Socially Desirable Responding and the Validity of Biodata Measures.. <i>Journal of Applied Psychology</i> , 2003, 88, 979-988.	4.2	59
29	An investigation of race and sex similarity effects in interviews: A multilevel approach to relational demography.. <i>Journal of Applied Psychology</i> , 2003, 88, 852-865.	4.2	109
30	Predicting Adaptive Performance: Further Tests of a Model of Adaptability. <i>Human Performance</i> , 2002, 15, 299-323.	1.4	292
31	Situational Judgment and Job Performance. <i>Human Performance</i> , 2002, 15, 233-254.	1.4	160
32	THE EFFECTS OF REQUIRED ELABORATION OF ANSWERS TO BIODATA QUESTIONS. <i>Personnel Psychology</i> , 2002, 55, 569-587.	2.2	53
33	No easy solution to subgroup differences. <i>American Psychologist</i> , 2002, 57, 305-6.	3.8	0
34	Human resource practices, organizational climate, and customer satisfaction. <i>Journal of Management</i> , 2001, 27, 431-449.	6.3	260
35	High-stakes testing in employment, credentialing, and higher education: Prospects in a post-affirmative-action world.. <i>American Psychologist</i> , 2001, 56, 302-318.	3.8	301
36	Incremental validity of situational judgment tests.. <i>Journal of Applied Psychology</i> , 2001, 86, 410-417.	4.2	138

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37	Gender and the Internet: Women Communicating and Men Searching. <i>Sex Roles</i> , 2001, 44, 363-379.	1.4	472
38	The Racial Digital Divide: Motivational, Affective, and Cognitive Correlates of Internet Use ¹ . <i>Journal of Applied Social Psychology</i> , 2001, 31, 2019-2046.	1.3	70
39	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
40	Interindividual differences in intraindividual changes in proactivity during organizational entry: A latent growth modeling approach to understanding newcomer adaptation.. <i>Journal of Applied Psychology</i> , 2000, 85, 190-210.	4.2	237
41	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. <i>Multivariate Behavioral Research</i> , 2000, 35, 365-396.	1.8	57
42	Correlates of Person Fit and Effect of Person Fit on Test Validity. <i>Applied Psychological Measurement</i> , 1999, 23, 41-53.	0.6	45
43	The Status of Research on Applicant Reactions to Selection Tests and its Implications for Managers. <i>International Journal of Management Reviews</i> , 1999, 1, 45-62.	5.2	23
44	Can We Develop Measures of Hypothetical Constructs?. <i>Human Resource Management Review</i> , 1999, 9, 169-183.	3.3	10
45	Parental employment, school climate, and children's academic and social development.. <i>Journal of Applied Psychology</i> , 1999, 84, 737-753.	4.2	23
46	Patient Decision Support Intervention. <i>Medical Care</i> , 1999, 37, 270-284.	1.1	64
47	Understanding pretest and posttest reactions to cognitive ability and personality tests.. <i>Journal of Applied Psychology</i> , 1998, 83, 471-485.	4.2	120
48	Relationship between culture and responses to biodata employment items.. <i>Journal of Applied Psychology</i> , 1997, 82, 113-129.	4.2	27
49	Reactions to cognitive ability tests: The relationships between race, test performance, face validity perceptions, and test-taking motivation.. <i>Journal of Applied Psychology</i> , 1997, 82, 300-310.	4.2	223
50	Adverse impact and predictive efficiency of various predictor combinations.. <i>Journal of Applied Psychology</i> , 1997, 82, 719-730.	4.2	111
51	Video-based versus paper-and-pencil method of assessment in situational judgment tests: Subgroup differences in test performance and face validity perceptions.. <i>Journal of Applied Psychology</i> , 1997, 82, 143-159.	4.2	316
52	An Evaluation of Two Strategies for Reducing Adverse Impact and Their Effects on Criterion-Related Validity. <i>Human Performance</i> , 1996, 9, 241-258.	1.4	111
53	Uses and abuses of coefficient alpha.. <i>Psychological Assessment</i> , 1996, 8, 350-353.	1.2	1,812
54	Likability and Similarity as Potential Sources of Predictor-Related Criterion Bias in Validation Research. <i>Organizational Behavior and Human Decision Processes</i> , 1996, 68, 272-286.	1.4	26

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55	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
56	Models of Job Performance Ratings: An Examination of Ratee Race, Ratee Gender, and Rater Level Effects. Human Performance, 1996, 9, 103-119.	1.4	53
57	Patient Satisfaction with Health Care Decisions. Medical Decision Making, 1996, 16, 58-64.	1.2	524
58	EXPERIENCE-BASED AND SITUATIONAL INTERVIEW QUESTIONS: STUDIES OF VALIDITY. Personnel Psychology, 1995, 48, 289-308.	2.2	137
59	Appropriateness Fit and Criterion-Related Validity. Applied Psychological Measurement, 1993, 17, 143-150.	0.6	35
60	Configurations of Organizational Effectiveness and Efficiency. Academy of Management Journal, 1993, 36, 1345-1361.	4.3	55
61	An exercise design approach to understanding assessment center dimension and exercise constructs.. Journal of Applied Psychology, 1992, 77, 32-41.	4.2	75
62	Equivalence of constructs measured by job-specific and commercially available aptitude tests.. Journal of Applied Psychology, 1992, 77, 298-308.	4.2	33
63	Women's use of information regarding hormone replacement therapy. Research in Nursing and Health, 1990, 13, 355-366.	0.8	49
64	Process tracing methods: Contributions, problems, and neglected research questions. Organizational Behavior and Human Decision Processes, 1989, 43, 75-117.	1.4	499
65	Internal analyses of task ratings by job incumbents.. Journal of Applied Psychology, 1989, 74, 96-104.	4.2	54
66	Student Guinea Pigs: Porcine Predictors and Particularistic Phenomena. Academy of Management Review, 1987, 12, 160-163.	7.4	102
67	The "Science of the Sophomore" Revisited: from Conjecture to Empiricism. Academy of Management Review, 1986, 11, 191-207.	7.4	424
68	A warning about the use of a standard deviation across dimensions within ratees to measure halo.. Journal of Applied Psychology, 1986, 71, 29-32.	4.2	52
69	OPERATIONALIZING THE "BEHAVIORAL CONSISTENCY" APPROACH: SELECTION TEST DEVELOPMENT BASED ON A CONTENT-ORIENTED STRATEGY. Personnel Psychology, 1986, 39, 91-108.	2.2	48
70	THE INFLUENCE OF TRAINEE ATTITUDES ON TRAINING EFFECTIVENESS: TEST OF A MODEL. Personnel Psychology, 1986, 39, 497-523.	2.2	683
71	Methodology Review: Analysis of Multitrait-Multimethod Matrices. Applied Psychological Measurement, 1986, 10, 1-22.	0.6	276
72	FORTY QUESTIONS ABOUT VALIDITY GENERALIZATION AND META-ANALYSIS.. Personnel Psychology, 1985, 38, 697-798.	2.2	202

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73	Factors Defined by Negatively Keyed Items: The Result of Careless Respondents?. Applied Psychological Measurement, 1985, 9, 367-373.	0.6	381
74	Predicting Job Satisfaction from Life Satisfaction: Is There a General Satisfaction Factor?. International Journal of Psychology, 1985, 20, 155-167.	1.7	3
75	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
76	METAANALYSES OF VALIDITY STUDIES PUBLISHED BETWEEN 1964 AND 1982 AND THE INVESTIGATION OF STUDY CHARACTERISTICS. Personnel Psychology, 1984, 37, 407-422.	2.2	484
77	Validity of assessment center ratings for the prediction of performance ratings and school climate of school administrators.. Journal of Applied Psychology, 1984, 69, 207-213.	4.2	39
78	Work motivation in a developing country.. Journal of Applied Psychology, 1983, 68, 31-42.	4.2	29
79	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
80	The Use Of Analysis Of Covariance Structures To Assess Beta And Gamma Change. Multivariate Behavioral Research, 1982, 17, 343-358.	1.8	110
81	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
82	The Relationship Between Job Attitudes and the Decision to Retire. Academy of Management Journal, 1981, 24, 795-802.	4.3	8
83	Unexplained physical symptoms in eight organizations: Individual and organizational analyses. Journal of Occupational Psychology, 1980, 53, 305-317.	1.5	55
84	Life and job satisfaction: Is the job central?. Journal of Vocational Behavior, 1980, 16, 51-58.	1.9	60
85	Race and sex as determinants of the mean and variance of performance ratings.. Journal of Applied Psychology, 1980, 65, 428-435.	4.2	61
86	COMPARISON OF EARLY RETIREES AND NON-RETIREES. Personnel Psychology, 1979, 32, 327-340.	2.2	35
87	Path Analysis of Multitrait-Multimethod Matrices. Applied Psychological Measurement, 1978, 2, 157-173.	0.6	70
88	A Review And Critique Of Analyses Of Multitrait-Multimethod Matrices. Multivariate Behavioral Research, 1977, 12, 447-478.	1.8	84
89	Interrater agreement in dimensionality and combination of assessment center judgments.. Journal of Applied Psychology, 1977, 62, 171-176.	4.2	39
90	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

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91	A Monte Carlo evaluation of three formula estimates of cross-validated multiple correlation.. Psychological Bulletin, 1977, 84, 751-758.	5.5	57
92	Statistical and subjective weights. Some problems and proposals. Organizational Behavior and Human Performance, 1977, 20, 15-30.	1.5	44
93	Applicant decisions in the employment interview.. Journal of Applied Psychology, 1976, 61, 184-192.	4.2	86
94	Feedback and task predictability as determinants of performance in multiple cue probability learning tasks. Organizational Behavior and Human Performance, 1976, 16, 388-402.	1.5	39