

# Jean M Phillips

## List of Publications by Year in descending order

Source: <https://exaly.com/author-pdf/375953/publications.pdf>

Version: 2024-02-01

25  
papers

2,137  
citations

430442

18  
h-index

713013

21  
g-index

26  
all docs

26  
docs citations

26  
times ranked

1550  
citing authors

#	ARTICLE	IF	CITATIONS
1	Role of goal orientation, ability, need for achievement, and locus of control in the self-efficacy and goal-setting process.. Journal of Applied Psychology, 1997, 82, 792-802.	4.2	545
2	Multilevel theory of team decision making: Decision performance in teams incorporating distributed expertise.. Journal of Applied Psychology, 1995, 80, 292-316.	4.2	295
3	The theory of met expectations applied to expatriate adjustment: the role of crosscultural training. International Journal of Human Resource Management, 2001, 12, 357-372.	3.3	294
4	JOB SEARCH ACTIVITIES: AN EXAMINATION OF CHANGES OVER TIME. Personnel Psychology, 1994, 47, 739-766.	2.2	177
5	A Mediated Moderation Model of Recruiting Socially and Environmentally Responsible Job Applicants. Personnel Psychology, 2013, 66, 935-973.	2.2	163
6	Prevalence and prediction of positive discrepancy creation: Examining a discrepancy between two self-regulation theories.. Journal of Applied Psychology, 1996, 81, 498-511.	4.2	76
7	The role of justice in team member satisfaction with the leader and attachment to the team.. Journal of Applied Psychology, 2001, 86, 316-325.	4.2	69
8	Multilevel and Strategic Recruiting. Journal of Management, 2015, 41, 1416-1445.	6.3	58
9	The effects of interview focus on recruitment effectiveness: A field experiment.. Journal of Applied Psychology, 1994, 79, 886-896.	4.2	55
10	Effects of Realistic Job Previews on Multiple Organizational Outcomes: A Meta-Analysis. Academy of Management Journal, 1998, 41, 673-690.	4.3	54
11	An application of self-assessment realistic job previews to expatriate assignments. International Journal of Human Resource Management, 2003, 14, 1102-1116.	3.3	44
12	Antecedents and Consequences of Procedural Justice Perceptions in Hierarchical Decision-Making Teams. Small Group Research, 2002, 33, 32-64.	1.8	42
13	Decision risk in dynamic two-stage contexts: Beyond the status quo.. Journal of Applied Psychology, 1994, 79, 592-598.	4.2	40
14	Recruiting Global Travelers: The Role of Global Travel Recruitment Messages and Individual Differences in Perceived Fit, Attraction, and Job Pursuit Intentions. Personnel Psychology, 2014, 67, 153-201.	2.2	40
15	A vision of international HRM research. International Journal of Human Resource Management, 2017, 28, 1625-1639.	3.3	38
16	The Role of Decision Influence and Team Performance in Member Self-Efficacy, Withdrawal, Satisfaction with the Leader, and Willingness to Return. Organizational Behavior and Human Decision Processes, 2001, 84, 122-147.	1.4	37
17	Antecedents of Leader Utilization of Staff Input in Decision-Making Teams. Organizational Behavior and Human Decision Processes, 1999, 77, 215-242.	1.4	34
18	A Multilevel Application of Learning and Performance Orientations to Individual, Group, and Organizational Outcomes. Research in Personnel and Human Resources Management, 0, , 1-51.	1.0	27

#	ARTICLE	IF	CITATIONS
19	Collectivism and goal orientation as mediators of the effect of national identity on merit pay decisions. <i>International Journal of Human Resource Management</i> , 2003, 14, 1368-1390.	3.3	20
20	The Role of Excess Cognitive Capacity in the Relationship Between Job Characteristics and Cognitive Task Engagement. <i>Journal of Business and Psychology</i> , 2008, 23, 11-24.	2.5	9
21	Global differences in applicant reactions to virtual interview synchronicity. <i>International Journal of Human Resource Management</i> , 2022, 33, 2991-3018.	3.3	8
22	The Role of Perceptions Versus Reality in Managers' Choice of Selection Decision Aids. <i>Industrial and Organizational Psychology</i> , 2008, 1, 361-363.	0.5	7
23	Wilkommen, bienvenue, welcome: language and national culture diversity messages as strategic recruiting tools for diverse organizations. <i>International Journal of Human Resource Management</i> , 0, , 1-43.	3.3	1
24	Strategic Recruitment. , 2013, , .		0
25	Additional Ideas for Putting Out the Flames. <i>Industrial and Organizational Psychology</i> , 2016, 9, 611-620.	0.5	0