

In-Sue Oh

List of Publications by Year in descending order

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89
papers

6,131
citations

117453

34
h-index

76769

74
g-index

90
all docs

90
docs citations

90
times ranked

4876
citing authors

#	ARTICLE	IF	CITATIONS
1	Transformational Leadership and Performance Across Criteria and Levels: A Meta-Analytic Review of 25 Years of Research. <i>Group and Organization Management</i> , 2011, 36, 223-270.	2.7	829
2	Fixed versus random effects models in meta-analysis: Model properties and an empirical comparison of differences in results. <i>British Journal of Mathematical and Statistical Psychology</i> , 2009, 62, 97-128.	1.0	531
3	The five-factor model of personality traits and organizational citizenship behaviors: A meta-analysis.. <i>Journal of Applied Psychology</i> , 2011, 96, 1140-1166.	4.2	467
4	Too much of a good thing: Curvilinear relationships between personality traits and job performance.. <i>Journal of Applied Psychology</i> , 2011, 96, 113-133.	4.2	308
5	Validity of observer ratings of the five-factor model of personality traits: A meta-analysis.. <i>Journal of Applied Psychology</i> , 2011, 96, 762-773.	4.2	303
6	Do CEOs Matter to Firm Strategic Actions and Firm Performance? A Meta-Analytic Investigation Based on Upper Echelons Theory. <i>Personnel Psychology</i> , 2016, 69, 775-862.	2.2	270
7	Understanding Managerial Development: Integrating Developmental Assignments, Learning Orientation, and Access to Developmental Opportunities in Predicting Managerial Competencies. <i>Academy of Management Journal</i> , 2009, 52, 731-743.	4.3	229
8	Fit Happens Globally: A Meta-Analytic Comparison of the Relationships of Person-Environment Fit Dimensions with Work Attitudes and Performance Across East Asia, Europe, and North America. <i>Personnel Psychology</i> , 2014, 67, 99-152.	2.2	229
9	Antecedents and consequences of employee organizational cynicism: A meta-analysis. <i>Journal of Vocational Behavior</i> , 2013, 83, 181-197.	1.9	216
10	Third-year College Retention and Transfer: Effects of Academic Performance, Motivation, and Social Connectedness. <i>Research in Higher Education</i> , 2008, 49, 647-664.	1.0	211
11	INCREASED ACCURACY FOR RANGE RESTRICTION CORRECTIONS: IMPLICATIONS FOR THE ROLE OF PERSONALITY AND GENERAL MENTAL ABILITY IN JOB AND TRAINING PERFORMANCE. <i>Personnel Psychology</i> , 2008, 61, 827-868.	2.2	163
12	Intervention effects on college performance and retention as mediated by motivational, emotional, and social control factors: Integrated meta-analytic path analyses.. <i>Journal of Applied Psychology</i> , 2009, 94, 1163-1184.	4.2	147
13	Understanding organizational commitment: A meta-analytic examination of the roles of the five-factor model of personality and culture.. <i>Journal of Applied Psychology</i> , 2015, 100, 1542-1567.	4.2	133
14	DEVELOPING EXECUTIVE LEADERS: THE RELATIVE CONTRIBUTION OF COGNITIVE ABILITY, PERSONALITY, AND THE ACCUMULATION OF WORK EXPERIENCE IN PREDICTING STRATEGIC THINKING COMPETENCY. <i>Personnel Psychology</i> , 2011, 64, 829-864.	2.2	111
15	Developing leaders'™ strategic thinking through global work experience: The moderating role of cultural distance.. <i>Journal of Applied Psychology</i> , 2014, 99, 867-882.	4.2	109
16	The five-factor model of personality and managerial performance: Validity gains through the use of 360 degree performance ratings.. <i>Journal of Applied Psychology</i> , 2009, 94, 1498-1513.	4.2	106
17	Linking job-relevant personality traits, transformational leadership, and job performance via perceived meaningfulness at work: A moderated mediation model.. <i>Journal of Applied Psychology</i> , 2018, 103, 324-333.	4.2	99
18	Methods for second order meta-analysis and illustrative applications. <i>Organizational Behavior and Human Decision Processes</i> , 2013, 121, 204-218.	1.4	98

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19	A meta-analysis of the relationship between general mental ability and nontask performance.. Journal of Applied Psychology, 2014, 99, 1222-1243.	4.2	91
20	The crisis of confidence in research findings in psychology: Is lack of replication the real problem? Or is it something else?. Archives of Scientific Psychology, 2016, 4, 32-37.	0.8	86
21	INCREASING THE ACCURACY OF CORRECTIONS FOR RANGE RESTRICTION: IMPLICATIONS FOR SELECTION PROCEDURE VALIDITIES AND OTHER RESEARCH RESULTS. Personnel Psychology, 2006, 59, 281-305.	2.2	84
22	Avoiding Bias in Publication Bias Research: The Value of "Null" Findings. Journal of Business and Psychology, 2014, 29, 183-203.	2.5	78
23	Using beta coefficients to impute missing correlations in meta-analysis research: Reasons for caution.. Journal of Applied Psychology, 2018, 103, 644-658.	4.2	77
24	Implications of Methodological Advances for the Practice of Personnel Selection: How Practitioners Benefit from Meta-analysis. Academy of Management Perspectives, 2007, 21, 6-15.	4.3	68
25	INCREMENTAL VALIDITY OF PERCEPTUAL SPEED AND ACCURACY OVER GENERAL MENTAL ABILITY. Personnel Psychology, 2008, 61, 113-139.	2.2	59
26	A Meta-Analysis Integrating 25 Years of Diversity Climate Research. Journal of Management, 2021, 47, 1357-1382.	6.3	58
27	(How) are emotionally exhausted employees harmful?. International Journal of Stress Management, 2012, 19, 198-216.	0.9	55
28	The Goldilocks Effect of Strategic Human Resource Management? Optimizing the Benefits of a High-Performance Work System Through the Dual Alignment of Vertical and Horizontal Fit. Academy of Management Journal, 2019, 62, 1388-1412.	4.3	54
29	Are Dishonest Extraverts More Harmful than Dishonest Introverts? The Interaction Effects of Honesty-Humility and Extraversion in Predicting Workplace Deviance. Applied Psychology, 2011, 60, 496-516.	4.4	53
30	Taking it to another level: Do personality-based human capital resources matter to firm performance?. Journal of Applied Psychology, 2015, 100, 935-947.	4.2	53
31	Why people harm the organization and its members: Relationships among personality, organizational commitment, and workplace deviance. Human Performance, 2016, 29, 1-15.	1.4	50
32	The two faces of high self-monitors: Chameleonic moderating effects of self-monitoring on the relationships between personality traits and counterproductive work behaviors. Journal of Organizational Behavior, 2014, 35, 92-111.	2.9	46
33	A meta-analysis integrating 20 years of workplace incivility research: Antecedents, consequences, and boundary conditions. Journal of Organizational Behavior, 2022, 43, 497-523.	2.9	46
34	Fit and frustration as drivers of targeted counterproductive work behaviors: A multifoci perspective.. Journal of Applied Psychology, 2016, 101, 1513-1535.	4.2	43
35	The Research-Practice Gap in Human Resource Management: A Cross-Cultural Study. Human Resource Management, 2016, 55, 179-200.	3.5	41
36	TOWARD BETTER META-ANALYTIC MATRICES: HOW INPUT VALUES CAN AFFECT RESEARCH CONCLUSIONS IN HUMAN RESOURCE MANAGEMENT SIMULATIONS. Personnel Psychology, 2011, 64, 899-935.	2.2	35

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37	A bigger piece of the pie: The relative importance of affiliative and change-oriented citizenship and task performance in predicting overall job performance. <i>Human Resource Management Review</i> , 2017, 27, 97-107.	3.3	33
38	Differential validity for cognitive ability tests in employment and educational settings: Not much more than range restriction?. <i>Journal of Applied Psychology</i> , 2014, 99, 1-20.	4.2	32
39	The Graduate Management Admission Test (GMAT) is Even More Valid Than We Thought: A New Development in Meta-Analysis and Its Implications for the Validity of the GMAT. <i>Academy of Management Learning and Education</i> , 2008, 7, 563-570.	1.6	31
40	Meta-analytic five-factor model personality intercorrelations: Eeny, meeny, miney, moe, how, which, why, and where to go.. <i>Journal of Applied Psychology</i> , 2020, 105, 1490-1529.	4.2	30
41	The Incremental Validity of Honestyâ€“Humility Over Cognitive Ability and the Big Five Personality Traits. <i>Human Performance</i> , 2014, 27, 206-224.	1.4	29
42	Cynical About Change? A Preliminary Meta-Analysis and Future Research Agenda. <i>Journal of Applied Behavioral Science</i> , The, 2015, 51, 429-450.	2.0	29
43	Beyond Meta-Analysis: Secondary Uses of Meta-Analytic Data. <i>Annual Review of Organizational Psychology and Organizational Behavior</i> , 2020, 7, 125-153.	5.6	27
44	Does Positive Perception of Oneself Boost Learning Motivation and Performance?. <i>International Journal of Selection and Assessment</i> , 2012, 20, 257-271.	1.7	23
45	The Interactive Effect of Conscientiousness and Agreeableness on Job Performance Dimensions in <sc>S</sc>outh <sc>K</sc>orea. <i>International Journal of Selection and Assessment</i> , 2013, 21, 233-238.	1.7	20
46	Measurement Error Obscures Scientific Knowledge: Path to Cumulative Knowledge Requires Corrections for Unreliability and Psychometric Meta-Analyses. <i>Industrial and Organizational Psychology</i> , 2014, 7, 507-518.	0.5	17
47	Human Capital Factors Affecting Human Resource (HR) Managers' Commitment to HR and the Mediating Role of Perceived Organizational Value on HR. <i>Human Resource Management</i> , 2017, 56, 353-368.	3.5	17
48	Happy to help, happy to change? A meta-analysis of major predictors of affiliative and change-oriented organizational citizenship behaviors. <i>Journal of Vocational Behavior</i> , 2022, 132, 103664.	1.9	17
49	Do birds of a feather flock, fly, and continue to fly together? The differential and cumulative effects of attraction, selection, and attrition on personalityâ€“based withinâ€“organization homogeneity and betweenâ€“organization heterogeneity progression over time. <i>Journal of Organizational Behavior</i> , 2018, 39, 1347-1366.	2.9	16
50	Correction for Range Restriction in Metaâ€“Analysis Revisited: Improvements and Implications for Organizational Research. <i>Personnel Psychology</i> , 2016, 69, 975-1008.	2.2	15
51	A multirater perspective on personality and performance: An empirical examination of the traitâ€“reputationâ€“identity model.. <i>Journal of Applied Psychology</i> , 2022, 107, 1352-1368.	4.2	14
52	Using Narrow Facets of an Integrity Test to Predict Safety: A test validation study. <i>International Journal of Selection and Assessment</i> , 2009, 17, 119-125.	1.7	13
53	The Interaction Effects of Leader and Follower Conscientiousness on Person-Supervisor Fit Perceptions and Follower Outcomes: A Cross-Level Moderated Indirect Effects Model. <i>Human Performance</i> , 2019, 32, 181-199.	1.4	13
54	Open Peer Commentary and Author'S Response. <i>European Journal of Personality</i> , 2017, 31, 441-502.	1.9	11

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55	Who r u?: On the (in)accuracy of incumbent-based estimates of range restriction in criterion-related and differential validity research.. Journal of Applied Psychology, 2017, 102, 802-828.	4.2	11
56	Paid Employee or Entrepreneur? How Approach and Avoidance Career Goal Orientations Motivate Individual Career Choice Decisions. Journal of Career Development, 2016, 43, 349-367.	1.6	10
57	Relative Importance of Major Job Performance Dimensions in Determining Supervisors' Overall Job Performance Ratings. Canadian Journal of Administrative Sciences, 2019, 36, 377-389.	0.9	10
58	Measurement Error Obscures Scientific Knowledge: Path to Cumulative Knowledge Requires Corrections for Unreliability and Psychometric Meta-Analyses. Industrial and Organizational Psychology, 2014, 7, 507-518.	0.5	9
59	INCREASING THE ACCURACY OF CORRECTIONS FOR RANGE RESTRICTION: IMPLICATIONS FOR SELECTION PROCEDURE VALIDITIES AND OTHER RESEARCH RESULTS. , 2006, 59, 281.		8
60	General Mental Ability, Job Performance, and Red Herrings: Responses to Osterman, Hauser, and Schmitt. Academy of Management Perspectives, 2007, 21, 64-76.	4.3	6
61	Are True Scores and Construct Scores the Same? A critical examination of their substitutability and the implications for research results. International Journal of Selection and Assessment, 2013, 21, 339-354.	1.7	6
62	On the Mystery (or Myth) of Challenging Principles and Methods of Validity Generalization (VG) Based on Fragmentary Knowledge and Improper or Outdated Practices of VG. Industrial and Organizational Psychology, 2017, 10, 479-485.	0.5	6
63	Will investments in human resources during the COVID-19 pandemic crisis pay off after the crisis?. Industrial and Organizational Psychology, 2021, 14, 98-100.	0.5	6
64	Why Do Emotionally Intelligent People Have Positive Work Attitudes? The mediating role of situational judgment effectiveness. International Journal of Selection and Assessment, 2011, 19, 352-362.	1.7	5
65	Can Synthetic Validity Methods Achieve Discriminant Validity?. Industrial and Organizational Psychology, 2010, 3, 344-350.	0.5	4
66	Can Synthetic Validity Methods Achieve Discriminant Validity?. Industrial and Organizational Psychology, 2010, 3, 344-350.	0.5	4
67	Bayesian meta-analysis of correlation coefficients through power prior. Communications in Statistics - Theory and Methods, 2017, 46, 11988-12007.	0.6	4
68	Adverse Impact Is Unlikely to Be Eliminated as Long as Cognitively Loaded Constructs Are Assessed. Industrial and Organizational Psychology, 2013, 6, 494-496.	0.5	2
69	A Call for More Research on the Relationship Between Intelligence and Job Performance: Non-Task Performance, Non-Euro-American Contexts, and the Science-Practice Gap. Europe's Journal of Psychology, 2014, 10, 1-6.	0.6	2
70	(How) Does 360-degree feedback benefit the field of entrepreneurship?. New England Journal of Entrepreneurship, 2018, 21, 65-72.	0.6	2
71	Beyond individuals's use of information and communication technologies (ICTs): A multilevel approach in research on ICTs. Industrial and Organizational Psychology, 2021, 14, 441-443.	0.5	2
72	Personality traits and organizational commitment across cultures: A meta-analysis. Proceedings - Academy of Management, 2014, 2014, 13794.	0.0	2

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73	CORRECTING FOR THE DISTORTING EFFECTS OF STUDY ARTIFACTS IN META-ANALYSIS AND SECOND ORDER META-ANALYSIS. , 2019, , 315-338.		2
74	A Meta-Analytic Examination of the Effects of Workplace Incivility on Discretionary Work Behaviors. Proceedings - Academy of Management, 2020, 2020, 12225.	0.0	2
75	I-O Psychology and management journal prestige in business schools: Do institutional versus individual views differ?. Industrial and Organizational Psychology, 2020, 13, 307-311.	0.5	2
76	Five-Factor Model of Personality Traits and Organizational Citizenship Behavior: Current Research and Future Directions. , 2017, , .		1
77	Managers moving on up (or out): Linking self-other agreement on leadership behaviors to succession planning and voluntary turnover. Journal of Vocational Behavior, 2019, 115, 103328.	1.9	1
78	Suggestions for Improvement in Psychometric Corrections in Meta-analysis and Implications for Research on Worker Age and Aging. Work, Aging and Retirement, 2021, 7, 167-173.	1.4	1
79	Complex and Collaborative Problem Solving: New, Unique, and Useful?. Industrial and Organizational Psychology, 2015, 8, 301-304.	0.5	0
80	A Meta-Analytic Cross-Cultural Comparison of Person-Environment Fit Dimensions. Proceedings - Academy of Management, 2013, 2013, 10416.	0.0	0
81	Who r u? Incumbent Based Range Restriction Corrections in Staffing and Differential Validity. Proceedings - Academy of Management, 2014, 2014, 10086.	0.0	0
82	Taking It to Another Level: Organization-Level Personality Predicts Firm Performance. Proceedings - Academy of Management, 2014, 2014, 12800.	0.0	0
83	Do Birds of a Feather Flock Together? Personality-Based Within-Organization Homogeneity over Time. Proceedings - Academy of Management, 2015, 2015, 13275.	0.0	0
84	Perceived Organizational Support Climate and Its Effects on Individual Performance. Proceedings - Academy of Management, 2015, 2015, 13265.	0.0	0
85	The Antecedents and Consequences of Impression Management Across Culture: A Meta-Analysis. Proceedings - Academy of Management, 2019, 2019, 11127.	0.0	0
86	Do Constructs in Organizational Behavior Predict Job Performance over Job Satisfaction?. Proceedings - Academy of Management, 2019, 2019, 14000.	0.0	0
87	Workplace Factors Affecting Meeting Satisfaction and Effectiveness in Korean Work Settings. Korean Management Review, 2020, 49, 799-840.	0.0	0
88	Perfect is the enemy of good enough: Putting the side effects of intelligence testing in perspective. Industrial and Organizational Psychology, 2022, 15, 130-134.	0.5	0
89	Challenges and pitfalls of <i>Cinderella</i>-izing descriptive statistics in Table 1. Industrial and Organizational Psychology, 2021, 14, 521-523.	0.5	0