

# Greet Van Hoye

## List of Publications by Year in descending order

Source: <https://exaly.com/author-pdf/4775286/publications.pdf>

Version: 2024-02-01

43  
papers

2,031  
citations

304743

22  
h-index

302126

39  
g-index

43  
all docs

43  
docs citations

43  
times ranked

1083  
citing authors

#	ARTICLE	IF	CITATIONS
1	Organizational Identity and Employer Image: Towards a Unifying Framework. <i>British Journal of Management</i> , 2007, 18, S45-S59.	5.0	275
2	Examining the relationship between employer knowledge dimensions and organizational attractiveness: An application in a military context. <i>Journal of Occupational and Organizational Psychology</i> , 2005, 78, 553-572.	4.5	179
3	Networking as a job search behaviour: A social network perspective. <i>Journal of Occupational and Organizational Psychology</i> , 2009, 82, 661-682.	4.5	161
4	Tapping the grapevine: A closer look at word-of-mouth as a recruitment source.. <i>Journal of Applied Psychology</i> , 2009, 94, 341-352.	5.3	160
5	Social Influences on Organizational Attractiveness: Investigating If and When Word of Mouth Matters. <i>Journal of Applied Social Psychology</i> , 2007, 37, 2024-2047.	2.0	116
6	Investigating Web-Based Recruitment Sources: Employee testimonials vs word-of-mouth. <i>International Journal of Selection and Assessment</i> , 2007, 15, 372-382.	2.5	107
7	Moving beyond job search quantity. <i>Organizational Psychology Review</i> , 2013, 3, 3-40.	4.3	95
8	Recruitment-Related Information Sources and Organizational Attractiveness: Can Something Be Done About Negative Publicity?. <i>International Journal of Selection and Assessment</i> , 2005, 13, 179-187.	2.5	90
9	The Instrumental and Symbolic Dimensions of Organisations' Image as an Employer: A Large-Scale Field Study on Employer Branding in Turkey. <i>Applied Psychology</i> , 2013, 62, 543-557.	7.1	75
10	Attracting applicants through the organization's social media page: Signaling employer brand personality. <i>Journal of Vocational Behavior</i> , 2019, 115, 103326.	3.4	74
11	International Perspectives on the Legal Environment for Selection. <i>Industrial and Organizational Psychology</i> , 2008, 1, 206-246.	0.6	72
12	The Instrumental-Symbolic Framework: Organisational Image and Attractiveness of Potential Applicants and their Companions at a Job Fair. <i>Applied Psychology</i> , 2011, 60, 311-335.	7.1	57
13	Job search as goal-directed behavior: Objectives and methods. <i>Journal of Vocational Behavior</i> , 2008, 73, 358-367.	3.4	55
14	Recruiting nurses through social media: Effects on employer brand and attractiveness. <i>Journal of Advanced Nursing</i> , 2017, 73, 2696-2708.	3.3	48
15	Nursing recruitment: relationship between perceived employer image and nursing employees' recommendations. <i>Journal of Advanced Nursing</i> , 2008, 63, 366-375.	3.3	46
16	Applicant-Employee Fit in Personality: Testing predictions from similarity attraction theory and trait activation theory. <i>International Journal of Selection and Assessment</i> , 2015, 23, 210-223.	2.5	44
17	The Effects of Sexual Orientation on Hirability Ratings: An Experimental Study. <i>Journal of Business and Psychology</i> , 2003, 18, 15-30.	4.0	43
18	Coping with unemployment: Personality, role demands, and time structure. <i>Journal of Vocational Behavior</i> , 2013, 82, 85-95.	3.4	42

#	ARTICLE	IF	CITATIONS
19	Recruitment sources and organizational attraction: A field study of Belgian nurses. <i>European Journal of Work and Organizational Psychology</i> , 2012, 21, 376-391.	3.7	36
20	Recruiting Through Employee Referrals: An Examination of Employees'™ Motives. <i>Human Performance</i> , 2013, 26, 451-464.	2.4	32
21	Social Influences in Recruitment: When is word-of-mouth most effective?. <i>International Journal of Selection and Assessment</i> , 2016, 24, 42-53.	2.5	30
22	Development and test of an integrative model of job search behaviour. <i>European Journal of Work and Organizational Psychology</i> , 2015, 24, 544-559.	3.7	29
23	Negative word-of-mouth and applicant attraction: The role of employer brand equity. <i>Journal of Vocational Behavior</i> , 2020, 118, 103368.	3.4	20
24	Chapter 5 Third Party Employment Branding: What are its Signaling Dimensions, Mechanisms, and Sources?. <i>Research in Personnel and Human Resources Management</i> , 2019, , 173-226.	1.6	19
25	Getting bang for your buck: the specificity of compensation and benefits information in job advertisements. <i>International Journal of Human Resource Management</i> , 2017, 28, 2811-2830.	5.3	15
26	Specific job search self-efficacy beliefs and behaviors of unemployed ethnic minority women. <i>International Journal of Selection and Assessment</i> , 2019, 27, 9-20.	2.5	15
27	Managing organizational attractiveness after a negative employer review: company response strategies and review consensus. <i>European Journal of Work and Organizational Psychology</i> , 2021, 30, 274-291.	3.7	12
28	Changing things up in recruitment: Effects of a "strange"™ recruitment medium on applicant pool quantity and quality. <i>Journal of Occupational and Organizational Psychology</i> , 2013, 86, 410-416.	4.5	10
29	Job-Search Behavior as a Multidimensional Construct: A Review of Different Job-Search Behaviors and Sources. , 2014, , .		10
30	Social Media Recruitment: Communication Characteristics and Sought Gratifications. <i>Frontiers in Psychology</i> , 2019, 10, 1669.	2.1	10
31	How to successfully manage the school-to-work transition: Integrating job search quality in the social cognitive model of career self-management. <i>Journal of Vocational Behavior</i> , 2021, 131, 103643.	3.4	7
32	Word of Mouth as a Recruitment Source. , 2013, , .		6
33	The Dark Side of Employee Referral Bonus Programs: Potential Applicants'™ Awareness of a Referral Bonus and Perceptions of Organisational Attractiveness. <i>Applied Psychology</i> , 2017, 66, 599-627.	7.1	6
34	Inconsistent organizational images of luxury hotels: Exploring employees' perceptions and dealing strategies. <i>Tourism Management Perspectives</i> , 2020, 36, 100738.	5.2	5
35	Updated Perspectives on the International Legal Environment for Selection. , 2017, , 659-677.		5
36	The Image of Psychology Programs: The Value of the Instrumental"™ Symbolic Framework. <i>Journal of Psychology: Interdisciplinary and Applied</i> , 2014, 148, 457-475.	1.6	4

#	ARTICLE	IF	CITATIONS
37	Searching hard versus searching smart: The role of search process quality in an internship context. <i>International Journal of Selection and Assessment</i> , 2020, 28, 31-44.	2.5	4
38	To Be Yourself or to Be Your Ideal Self?. <i>Journal of Personnel Psychology</i> , 2018, 17, 107-119.	1.4	4
39	Employer image within and across industries: Moving beyond assessing <sc>pointsâ€ofâ€relevance</sc> to identifying <sc>pointsâ€ofâ€difference</sc>. <i>Human Resource Management</i> , 2022, 61, 525-541.	5.8	4
40	How to Optimize the Job Search Process: Development and Validation of the Job Search Quality Scale. <i>Journal of Career Assessment</i> , 2022, 30, 474-505.	2.5	3
41	Recruiting/Hiring of Older Workers. , 2012, , .		2
42	How can hospitals engage their current employees in the recruitment of qualified nurses? A referral bonus and selfâ€determination perspective. <i>Journal of Advanced Nursing</i> , 2020, 76, 2971-2981.	3.3	2
43	Response to a crisis and applicant attraction: Signaling employer brand personality and organizational trust through warm and competent COVIDâ€19 responses. <i>International Journal of Selection and Assessment</i> , 2022, 30, 486-502.	2.5	2