

David Woehr

List of Publications by Year in descending order

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67
papers

5,828
citations

136950

32
h-index

102487

66
g-index

68
all docs

68
docs citations

68
times ranked

3944
citing authors

#	ARTICLE	IF	CITATIONS
1	Does human capital matter? A meta-analysis of the relationship between human capital and firm performance.. Journal of Applied Psychology, 2011, 96, 443-456.	5.3	756
2	A quantitative review of the relationship between person-organization fit and behavioral outcomes. Journal of Vocational Behavior, 2006, 68, 389-399.	3.4	502
3	Expanding the criterion domain? A quantitative review of the OCB literature.. Journal of Applied Psychology, 2007, 92, 555-566.	5.3	412
4	Gender and perceptions of leadership effectiveness: A meta-analysis of contextual moderators.. Journal of Applied Psychology, 2014, 99, 1129-1145.	5.3	385
5	Mixing Business With Politics: A Meta-Analysis of the Antecedents and Outcomes of Corporate Political Activity. Journal of Management, 2011, 37, 223-247.	9.3	351
6	The Comprehensive Assessment of Team Member Effectiveness: Development of a Behaviorally Anchored Rating Scale for Self- and Peer Evaluation. Academy of Management Learning and Education, 2012, 11, 609-630.	2.5	328
7	Rater training for performance appraisal: A quantitative review. Journal of Occupational and Organizational Psychology, 1994, 67, 189-205.	4.5	325
8	The Meaning and Measurement of Work Ethic: Construction and Initial Validation of a Multidimensional Inventory. Journal of Vocational Behavior, 2002, 60, 451-489.	3.4	256
9	Generational Differences in Work Ethic: An Examination of Measurement Equivalence Across Three Cohorts. Journal of Business and Psychology, 2010, 25, 315-324.	4.0	175
10	Assessing Teamwork Skills for Assurance of Learning Using CATME Team Tools. Journal of Marketing Education, 2014, 36, 5-19.	2.4	170
11	Rater training revisited: An updated meta-analytic review of frame-of-reference training. Journal of Occupational and Organizational Psychology, 2012, 85, 370-395.	4.5	138
12	In the eyes of the beholder: A non-self-report measure of workplace deviance.. Journal of Applied Psychology, 2009, 94, 207-215.	5.3	134
13	Great man or great myth? A quantitative review of the relationship between individual differences and leader effectiveness. Journal of Occupational and Organizational Psychology, 2011, 84, 347-381.	4.5	118
14	Justifying Aggregation With Consensus-Based Constructs. Organizational Research Methods, 2015, 18, 704-737.	9.1	115
15	The Construct-Related Validity of Assessment Center Ratings: A Review and Meta-Analysis of the Role of Methodological Factors. Journal of Management, 2003, 29, 231-258.	9.3	110
16	Further evidence for the validity of assessment center dimensions: A meta-analysis of the incremental criterion-related validity of dimension ratings.. Journal of Applied Psychology, 2008, 93, 1042-1052.	5.3	105
17	A meta-analytic evaluation of the impact of dimension and exercise factors on assessment center ratings.. Journal of Applied Psychology, 2006, 91, 1114-1124.	5.3	96
18	Organizational Commitment among Public Service Employees. Public Personnel Management, 1998, 27, 339-348.	2.9	84

#	ARTICLE	IF	CITATIONS
19	Convergent and Discriminant Validity of Assessment Center Dimensions: A Conceptual and Empirical Reexamination of the Assessment Center Construct-Related Validity Paradox. <i>Journal of Management</i> , 2000, 26, 813-835.	9.3	75
20	Understanding frame-of-reference training: The impact of training on the recall of performance information.. <i>Journal of Applied Psychology</i> , 1994, 79, 525-534.	5.3	68
21	Personality testing in employment settings. <i>Personnel Review</i> , 2001, 30, 657-676.	2.7	64
22	Further analysis of employment interview validity: a quantitative evaluation of interviewer-related structuring methods. <i>Journal of Organizational Behavior</i> , 1999, 20, 549-560.	4.7	63
23	Assessing measurement equivalence across rating sources: A multitrait-multirater approach.. <i>Journal of Applied Psychology</i> , 2005, 90, 592-600.	5.3	63
24	Exploring the Effects of Value Diversity on Team Effectiveness. <i>Journal of Business and Psychology</i> , 2013, 28, 107-121.	4.0	56
25	DISENTANGLING THE MEANING OF MULTISOURCE PERFORMANCE RATING SOURCE AND DIMENSION FACTORS. <i>Personnel Psychology</i> , 2009, 62, 735-765.	2.8	53
26	An Examination of G-Theory Methods for Modeling Multitraitâ€“Multimethod Data. <i>Organizational Research Methods</i> , 2012, 15, 134-161.	9.1	49
27	Cognitive categorization processes in performance evaluation: Confirmatory tests of two models. <i>Journal of Organizational Behavior</i> , 1991, 12, 1-20.	4.7	48
28	Development and validation of a short form for the multidimensional work ethic profile. <i>Journal of Vocational Behavior</i> , 2013, 82, 155-164.	3.4	48
29	Examining Work Ethic Across Populations. <i>Educational and Psychological Measurement</i> , 2007, 67, 154-168.	2.4	47
30	Social Class in the Organizational Sciences: A Conceptual Integration and Meta-Analytic Review. <i>Journal of Management</i> , 2018, 44, 61-88.	9.3	43
31	Processing objective and question order effects on the causal relation between memory and judgment in performance appraisal: The tip of the iceberg.. <i>Journal of Applied Psychology</i> , 1993, 78, 232-241.	5.3	40
32	Are there gender differences in work ethic? An examination of the measurement equivalence of the multidimensional work ethic profile. <i>Personality and Individual Differences</i> , 2009, 47, 209-213.	2.9	36
33	Facilitating Peer Evaluation in Team Contexts: The Impact of Frame-of-Reference Rater Training. <i>Academy of Management Learning and Education</i> , 2017, 16, 562-578.	2.5	30
34	Paper people versus direct observation: An empirical examination of laboratory methodologies. <i>Journal of Organizational Behavior</i> , 1991, 12, 387-397.	4.7	29
35	A Confirmatory Factor Analytic Study Examining the Dimensionality of the Raven'S Advanced Progressive Matrices. <i>Educational and Psychological Measurement</i> , 1993, 53, 471-478.	2.4	28
36	Statistical control of halo: Clarification from two cognitive models of the performance appraisal process.. <i>Journal of Applied Psychology</i> , 1986, 71, 679-685.	5.3	26

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37	A Conceptual and Empirical Review of the Structure of Assessment Center Dimensions. <i>Journal of Management</i> , 2014, 40, 1269-1296.	9.3	25
38	Mend It, Don't End It: An Alternate View of Assessment Center Construct-Related Validity Evidence. <i>Industrial and Organizational Psychology</i> , 2008, 1, 105-111.	0.6	24
39	Context Effects in Performance Evaluation: The Impact of Ratee Sex and Performance Level on Performance Ratings and Behavioral Recall. <i>Organizational Behavior and Human Decision Processes</i> , 1996, 66, 31-41.	2.5	23
40	Performance dimension accessibility: Implications for rating accuracy. <i>Journal of Organizational Behavior</i> , 1992, 13, 357-367.	4.7	22
41	The Angoff Cutoff Score Method: The Impact of Frame-of-Reference Rater Training. <i>Educational and Psychological Measurement</i> , 1991, 51, 857-872.	2.4	21
42	The Impact of Interpersonal Perceptions on Team Processes. <i>Small Group Research</i> , 2012, 43, 356-382.	2.7	20
43	Distributional Ratings of Performance: More Evidence for a New Rating Format. <i>Journal of Management</i> , 1997, 23, 705-720.	9.3	17
44	An examination and evaluation of frequency-based personality measurement. <i>Personality and Individual Differences</i> , 2007, 43, 803-814.	2.9	17
45	Assessing within-person personality variability via frequency estimation: More evidence for a new measurement approach. <i>Journal of Research in Personality</i> , 2011, 45, 535-548.	1.7	17
46	The development and evaluation of a computer-administered measure of cognitive complexity. <i>Personality and Individual Differences</i> , 1998, 25, 1037-1049.	2.9	16
47	An Empirical Comparison of Cutoff Score Methods for Content-Related and Criterion-Related Validity Settings. <i>Educational and Psychological Measurement</i> , 1991, 51, 1029-1039.	2.4	15
48	The Impact of Interpersonal Aggression on Performance Attributions. <i>Group and Organization Management</i> , 2011, 36, 427-465.	4.4	14
49	Integrity, ego depletion, and the interactive impact on counterproductive behavior. <i>Personality and Individual Differences</i> , 2017, 105, 124-128.	2.9	14
50	Elaborating on Team-Member Disagreement: Examining Patterned Dispersion in Team-Level Constructs. <i>Group and Organization Management</i> , 2019, 44, 165-210.	4.4	14
51	Assignment choice, effort, and assignment completion: Does work ethic predict those who choose higher-effort assignments?. <i>Learning and Individual Differences</i> , 2011, 21, 575-579.	2.7	13
52	Re-introducing Cognitive Complexity: A Meta-analysis and Agenda for Future Research. <i>Human Performance</i> , 2020, 33, 1-33.	2.4	13
53	The translation and development of a short form of the Korean language version of the multidimensional work ethic profile. <i>Human Resource Development International</i> , 2007, 10, 319-331.	4.0	12
54	Assessment center construct-related validity: Stepping beyond the MTMM matrix. <i>Journal of Vocational Behavior</i> , 2009, 75, 173-182.	3.4	12

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55	Varieties of research experience: Doctoral student perceptions of preparedness for future success. <i>International Journal of Management Education</i> , 2015, 13, 128-140.	3.9	11
56	The impact of aggressive individuals on team training. <i>Personality and Individual Differences</i> , 2010, 49, 88-94.	2.9	10
57	On the Relationship Between Job Performance and Ratings of Job Performance: What Do We Really Know?. <i>Industrial and Organizational Psychology</i> , 2008, 1, 161-166.	0.6	9
58	An Examination of the Role of Self-Control and Impact of Ego Depletion on Integrity Testing. <i>Basic and Applied Social Psychology</i> , 2017, 39, 101-111.	2.1	8
59	Dyadic Viability in Project Teams: the Impact of Liking, Competence, and Task Interdependence. <i>Journal of Business and Psychology</i> , 2020, 35, 573-591.	4.0	8
60	The Systematic Distortion Hypothesis: A Confirmatory Test of the Implicit Covariance and General Impression Models. <i>Basic and Applied Social Psychology</i> , 1995, 16, 417-434.	2.1	3
61	No Steps Forward, Two Steps Back: The Fallacy of Trying to "Eradicate" Adverse Impact?. <i>Industrial and Organizational Psychology</i> , 2013, 6, 438-442.	0.6	3
62	Examining regional variability in work ethic within Mexico: Individual difference or shared value. <i>International Journal of Psychology</i> , 2019, 54, 431-438.	2.8	3
63	Developing depth and breadth of research methods training for doctoral students with CARMA webcasts. <i>International Journal of Management Education</i> , 2016, 14, 368-378.	3.9	2
64	What Test Bias Analyses Do and Don't Tell Us: Let's Not Assume We Have a Can Opener. <i>Industrial and Organizational Psychology</i> , 2010, 3, 210-212.	0.6	1
65	Of Babies and Bathwater: Don't Throw the Measure Out With the Application. <i>Industrial and Organizational Psychology</i> , 2016, 9, 357-361.	0.6	1
66	Impacting the bottom line: Exploring the effect of a self-efficacy oriented training intervention on unit-level sales growth. <i>Human Resource Development Quarterly</i> , 0, , .	3.3	1
67	Managing Human Capital. , 2015, , .		0