

Cheri Ostroff

List of Publications by Year in descending order

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Version: 2024-02-01

52
papers

8,295
citations

136740

32
h-index

329751

37
g-index

59
all docs

59
docs citations

59
times ranked

4357
citing authors

#	ARTICLE	IF	CITATIONS
1	Understanding HRM-Firm Performance Linkages: The Role of the "Strength" of the HRM System. Academy of Management Review, 2004, 29, 203-221.	7.4	1,516
2	Understanding HRM-Firm Performance Linkages: The Role of the "Strength" of the HRM System. Academy of Management Review, 2004, 29, 203.	7.4	1,347
3	The relationship between satisfaction, attitudes, and performance: An organizational level analysis.. Journal of Applied Psychology, 1992, 77, 963-974.	4.2	771
4	ORGANIZATIONAL SOCIALIZATION AS A LEARNING PROCESS: THE ROLE OF INFORMATION ACQUISITION. Personnel Psychology, 1992, 45, 849-874.	2.2	590
5	SELF-OTHER AGREEMENT: DOES IT REALLY MATTER?. Personnel Psychology, 1998, 51, 577-598.	2.2	342
6	CONFIGURATIONS OF ORGANIZATIONAL EFFECTIVENESS AND EFFICIENCY.. Academy of Management Journal, 1993, 36, 1345-1361.	4.3	270
7	Reflections on the 2014 Decade Award: Is There Strength in the Construct of HR System Strength?. Academy of Management Review, 2016, 41, 196-214.	7.4	268
8	Comparing correlations based on individual-level and aggregated data.. Journal of Applied Psychology, 1993, 78, 569-582.	4.2	266
9	The Role of Mentoring in the Information Gathering Processes of Newcomers during Early Organizational Socialization. Journal of Vocational Behavior, 1993, 42, 170-183.	1.9	254
10	Multiple perspectives of congruence: relationships between value congruence and employee attitudes. Journal of Organizational Behavior, 2005, 26, 591-623.	2.9	254
11	The Effects of Climate and Personal Influences on Individual Behavior and Attitudes in Organizations. Organizational Behavior and Human Decision Processes, 1993, 56, 56-90.	1.4	226
12	Organizational climate and culture: Reflections on the history of the constructs in the Journal of Applied Psychology.. Journal of Applied Psychology, 2017, 102, 468-482.	4.2	224
13	Substantive and operational issues of response bias across levels of analysis: An example of climate-satisfaction relationships.. Journal of Applied Psychology, 2002, 87, 355-368.	4.2	221
14	UNDERSTANDING SELF-OTHER AGREEMENT: A LOOK AT RATER AND RATEE CHARACTERISTICS, CONTEXT, AND OUTCOMES. Personnel Psychology, 2004, 57, 333-375.	2.2	156
15	Perspectives on Organizational Fit. , 0, , .		141
16	Organizational climate configurations: Relationships to collective attitudes, customer satisfaction, and financial performance.. Journal of Applied Psychology, 2009, 94, 618-634.	4.2	131
17	Organizational climate systems and psychological climate perceptions: A cross-level study of climate-satisfaction relationships. Journal of Occupational and Organizational Psychology, 2006, 79, 645-671.	2.6	121
18	Convergence and emergence in organizations: An integrative framework and review. Journal of Organizational Behavior, 2016, 37, S122.	2.9	95

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19	Self-Other Agreement: Comparing its Relationship with Performance in the U.S. and Europe. International Journal of Selection and Assessment, 2005, 13, 25-40.	1.7	93
20	Does whom you work with matter? Effects of referent group gender and age composition on managers' compensation.. Journal of Applied Psychology, 2003, 88, 725-740.	4.2	92
21	Meta-analysis, level of analysis, and best estimates of population correlations: Cautions for interpreting meta-analytic results in organizational behavior.. Journal of Applied Psychology, 1999, 84, 260-270.	4.2	81
22	The moderating effect of tenure in personâ€™environment fit: A field study in educational organizations. Journal of Occupational and Organizational Psychology, 1997, 70, 173-188.	2.6	62
23	Configurations of Organizational Effectiveness and Efficiency. Academy of Management Journal, 1993, 36, 1345-1361.	4.3	55
24	The Dual Effects of Organizational Citizenship Behavior: Relationships to Research Productivity and Career Outcomes in Academe. Human Performance, 2014, 27, 99-128.	1.4	55
25	The role of within-group agreement in understanding transformational leadership. Journal of Occupational and Organizational Psychology, 2005, 78, 471-488.	2.6	53
26	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
27	Trust in direct leaders and top leaders: A trickle-up model.. Journal of Applied Psychology, 2017, 102, 648-657.	4.2	51
28	OPERATIONALIZING THE "BEHAVIORAL CONSISTENCY" APPROACH: SELECTION TEST DEVELOPMENT BASED ON A CONTENT-ORIENTED STRATEGY. Personnel Psychology, 1986, 39, 91-108.	2.2	48
29	Relationships between Person-Environment Congruence and Organizational Effectiveness. Group and Organization Management, 1993, 18, 103-122.	2.7	47
30	TRAINING EFFECTIVENESS MEASURES AND SCORING SCHEMES: A COMPARISON. Personnel Psychology, 1991, 44, 353-374.	2.2	42
31	Maintaining an Internal Market: Antecedents of Willingness to Change Jobs. Journal of Vocational Behavior, 2001, 59, 425-453.	1.9	41
32	SEX DIFFERENCES IN OCCUPATIONAL CHOICE, PAY, AND WORTH: A SUPPLY-SIDE APPROACH TO UNDERSTANDING THE MALE-FEMALE WAGE GAP. Personnel Psychology, 1987, 40, 715-743.	2.2	36
33	Rater perceptions, satisfaction and performance ratings. Journal of Occupational and Organizational Psychology, 1993, 66, 345-356.	2.6	36
34	Measurement in Work and Organizational Psychology. , 0, , 27-50.		33
35	Person-Environment Fit in Organizational Settings. , 0, , 373-408.		27
36	Data-theoretic methodology and computational platform to quantify organizational factors in socio-technical risk analysis. Reliability Engineering and System Safety, 2019, 185, 240-260.	5.1	25

#	ARTICLE	IF	CITATIONS
37	Fostering team learning orientation magnitude and strength: Roles of transformational leadership, team personality heterogeneity, and behavioural integration. <i>Journal of Occupational and Organizational Psychology</i> , 2021, 94, 187-216.	2.6	15
38	Multi-level fit: an integrative framework for understanding hrm practices in cross-cultural contexts. <i>Research in Multi-Level Issues</i> , 0, , 13-79.	0.5	13
39	Personâ€Environment Fit in the Selection Process. , 0, , 252-273.		12
40	Cognitive categories of raters and rating accuracy. <i>Journal of Business and Psychology</i> , 1992, 7, 3-26.	2.5	7
41	Variance as a construct: Understanding variability beyond the mean.. , 2014, , 185-210.		7
42	Contextualizing context in organizational research.. , 2019, , 39-65.		5
43	Leveling the selection field. <i>Research in Multi-Level Issues</i> , 0, , 141-154.	0.5	4
44	Personâ€Environment Fit. , 2004, , 19-28.		4
45	A Configural Approach to the Study of Organizational Culture and Climate. , 2014, , .		3
46	Perceived Relational Diversity: Moving Beyond Demographic Attributes. <i>SSRN Electronic Journal</i> , 2002, , .	0.4	1
47	Relational Demography: A Question of Measures. <i>SSRN Electronic Journal</i> , 2003, , .	0.4	1
48	Multi-level fit: complexity, values, and climate. <i>Research in Multi-Level Issues</i> , 0, , 109-120.	0.5	1
49	Profiles of intended responses to requests for assisted dying: A cross-sectional study. <i>International Journal of Nursing Studies</i> , 2021, 124, 104069.	2.5	1
50	Crossing the Line: Examining "Above" and "Below" the Line Diversity Activities in Organizations. <i>Proceedings - Academy of Management</i> , 2019, 2019, 16134.	0.0	1
51	Thank You Reviewers!. <i>Group and Organization Management</i> , 2009, 34, 140-145.	2.7	0
52	Climate for Diversity: Antecedents and Outcomes. <i>Proceedings - Academy of Management</i> , 2012, 2012, 14227.	0.0	0