

Deniz S Ones

List of Publications by Year in descending order

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118
papers

13,936
citations

44069

48
h-index

30922

102
g-index

135
all docs

135
docs citations

135
times ranked

7243
citing authors

#	ARTICLE	IF	CITATIONS
1	Interpersonal deviance, organizational deviance, and their common correlates: A review and meta-analysis.. Journal of Applied Psychology, 2007, 92, 410-424.	5.3	1,010
2	Comprehensive meta-analysis of integrity test validities: Findings and implications for personnel selection and theories of job performance.. Journal of Applied Psychology, 1993, 78, 679-703.	5.3	876
3	An other perspective on personality: Meta-analytic integration of observers' accuracy and predictive validity.. Psychological Bulletin, 2010, 136, 1092-1122.	6.1	754
4	THEORY TESTING: COMBINING PSYCHOMETRIC META-ANALYSIS AND STRUCTURAL EQUATIONS MODELING. Personnel Psychology, 1995, 48, 865-885.	2.8	708
5	Academic Performance, Career Potential, Creativity, and Job Performance: Can One Construct Predict Them All?. Journal of Personality and Social Psychology, 2004, 86, 148-161.	2.8	659
6	Role of social desirability in personality testing for personnel selection: The red herring.. Journal of Applied Psychology, 1996, 81, 660-679.	5.3	613
7	Comparative analysis of the reliability of job performance ratings.. Journal of Applied Psychology, 1996, 81, 557-574.	5.3	520
8	Perspectives on Models of Job Performance. International Journal of Selection and Assessment, 2000, 8, 216-226.	2.5	505
9	A comprehensive meta-analysis of the predictive validity of the Graduate Record Examinations: Implications for graduate student selection and performance.. Psychological Bulletin, 2001, 127, 162-181.	6.1	455
10	Bandwidthâ€“fidelity dilemma in personality measurement for personnel selection. Journal of Organizational Behavior, 1996, 17, 609-626.	4.7	415
11	The effect of acute aerobic exercise on positive activated affect: A meta-analysis. Psychology of Sport and Exercise, 2006, 7, 477-514.	2.1	405
12	Meta-Analyses of Fakability Estimates: Implications for Personality Measurement. Educational and Psychological Measurement, 1999, 59, 197-210.	2.4	400
13	IN SUPPORT OF PERSONALITY ASSESSMENT IN ORGANIZATIONAL SETTINGS. Personnel Psychology, 2007, 60, 995-1027.	2.8	379
14	Environmental Sustainability at Work: A Call to Action. Industrial and Organizational Psychology, 2012, 5, 444-466.	0.6	326
15	Is There a General Factor in Ratings of Job Performance? A Meta-Analytic Framework for Disentangling Substantive and Error Influences.. Journal of Applied Psychology, 2005, 90, 108-131.	5.3	319
16	Integrity Tests and Other Criterion-Focused Occupational Personality Scales (COPS) Used in Personnel Selection. International Journal of Selection and Assessment, 2001, 9, 31-39.	2.5	235
17	Conscientiousness and Integrity at Work. , 1997, , 849-870.		204
18	Age and environmental sustainability: a meta-analysis. Journal of Managerial Psychology, 2013, 28, 826-856.	2.2	195

#	ARTICLE	IF	CITATIONS
19	Assessing the U.S. Presidents Using the Revised NEO Personality Inventory. <i>Assessment</i> , 2000, 7, 403-419.	3.1	176
20	Personality scale validities increase throughout medical school.. <i>Journal of Applied Psychology</i> , 2009, 94, 1514-1535.	5.3	176
21	The Effects of Social Desirability and Faking on Personality and Integrity Assessment for Personnel Selection. <i>Human Performance</i> , 1998, 11, 245-269.	2.4	170
22	Measurement Error in "Big Five Factors" Personality Assessment: Reliability Generalization across Studies and Measures. <i>Educational and Psychological Measurement</i> , 2000, 60, 224-235.	2.4	169
23	Personality at Work: Raising Awareness and Correcting Misconceptions. <i>Human Performance</i> , 2005, 18, 389-404.	2.4	153
24	Mechanical versus clinical data combination in selection and admissions decisions: A meta-analysis.. <i>Journal of Applied Psychology</i> , 2013, 98, 1060-1072.	5.3	151
25	Cognitive ability predicts objectively measured counterproductive work behaviors.. <i>Journal of Applied Psychology</i> , 2007, 92, 616-627.	5.3	150
26	Title is missing!. <i>Journal of Business Ethics</i> , 2002, 38, 193-203.	6.0	149
27	Gender, age, and race differences on overt integrity tests: Results across four large-scale job applicant datasets.. <i>Journal of Applied Psychology</i> , 1998, 83, 35-42.	5.3	145
28	GROUP DIFFERENCES IN PERSONALITY: METAANALYSES COMPARING FIVE U.S. RACIAL GROUPS. <i>Personnel Psychology</i> , 2008, 61, 579-616.	2.8	145
29	Relative importance of personality and general mental ability in managers' judgments of applicant qualifications.. <i>Journal of Applied Psychology</i> , 1995, 80, 500-509.	5.3	145
30	The Structure, Measurement, Validity, and Use of Personality Variables in Industrial, Work, and Organizational Psychology. , 0, , 233-277.		145
31	Relative importance of personality dimensions for expatriate selection: A policy capturing study. <i>Human Performance</i> , 1999, 12, 275-294.	2.4	139
32	Personality and absenteeism: a metaanalysis of integrity tests. <i>European Journal of Personality</i> , 2003, 17, S19-S38.	3.1	139
33	Job-specific applicant pools and national norms for personality scales: Implications for range-restriction corrections in validation research.. <i>Journal of Applied Psychology</i> , 2003, 88, 570-577.	5.3	131
34	Samples in applied psychology: Over a decade of research in review.. <i>Journal of Applied Psychology</i> , 2011, 96, 1055-1064.	5.3	107
35	The moderating influence of job performance dimensions on convergence of supervisory and peer ratings of job performance: Unconfounding construct-level convergence and rating difficulty.. <i>Journal of Applied Psychology</i> , 2002, 87, 345-354.	5.3	106
36	Personality and happiness: A national-level analysis.. <i>Journal of Personality and Social Psychology</i> , 2002, 83, 767-781.	2.8	105

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37	Eye movement dysfunction in first-degree relatives of patients with schizophrenia: A meta-analytic evaluation of candidate endophenotypes. <i>Brain and Cognition</i> , 2008, 68, 436-461.	1.8	105
38	Gender and ethnic group differences on personality scales in selection: Some British data. <i>Journal of Occupational and Organizational Psychology</i> , 2002, 75, 255-276.	4.5	101
39	RELIABILITY IS NOT VALIDITY AND VALIDITY IS NOT RELIABILITY. <i>Personnel Psychology</i> , 2000, 53, 901-912.	2.8	92
40	PERSONALITY AND JOB PERFORMANCE: A CRITIQUE OF THE TETT, JACKSON, AND ROTHSTEIN (1991) META-ANALYSIS. <i>Personnel Psychology</i> , 1994, 47, 147-156.	2.8	88
41	A century of research on conscientiousness at work. <i>Proceedings of the National Academy of Sciences of the United States of America</i> , 2019, 116, 23004-23010.	7.1	87
42	Predictors Used for Personnel Selection: An Overview of Constructs, Methods and Techniques. , 0, , 165-199.		81
43	Extraversion advantages at work: A quantitative review and synthesis of the meta-analytic evidence.. <i>Journal of Applied Psychology</i> , 2019, 104, 1447-1470.	5.3	80
44	Individual differences as predictors of work, educational, and broad life outcomes. <i>Personality and Individual Differences</i> , 2010, 49, 331-336.	2.9	79
45	Gender Differences in Expatriate Job Performance. <i>Applied Psychology</i> , 2003, 52, 461-475.	7.1	64
46	Introducing the Special Section on Openness to Experience: Review of Openness Taxonomies, Measurement, and Nomological Net. <i>Journal of Personality Assessment</i> , 2014, 96, 1-16.	2.1	63
47	Age and Employee Green Behaviors: A Meta-Analysis. <i>Frontiers in Psychology</i> , 2016, 7, 194.	2.1	59
48	The General Factor of Personality: The "Big One," a self-evaluative trait, or a methodological gnat that won't go away?. <i>Personality and Individual Differences</i> , 2015, 81, 13-22.	2.9	58
49	Psychometric equivalence of the computer and booklet forms of the MMPI: A meta-analysis.. <i>Psychological Assessment</i> , 1999, 11, 58-66.	1.5	56
50	A Meta-Analysis of Letters of Recommendation in College and Graduate Admissions: Reasons for hope. <i>International Journal of Selection and Assessment</i> , 2014, 22, 101-107.	2.5	55
51	Opening Up Openness: A Theoretical Sort Following Critical Incidents Methodology and a Meta-Analytic Investigation of the Trait Family Measures. <i>Journal of Personality Assessment</i> , 2014, 96, 17-28.	2.1	54
52	Assessment Center Dimensions: Individual differences correlates and meta-analytic incremental validity. <i>International Journal of Selection and Assessment</i> , 2009, 17, 254-270.	2.5	50
53	Do Impression Management Scales in Personality Inventories Predict Managerial Job Performance Ratings?. <i>International Journal of Selection and Assessment</i> , 2001, 9, 277-289.	2.5	49
54	How Special Are Executives? How Special Should Executive Selection Be? Observations and Recommendations. <i>Industrial and Organizational Psychology</i> , 2009, 2, 163-170.	0.6	48

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55	Introduction to the Special Issue on Counterproductive Behaviors at Work. <i>International Journal of Selection and Assessment</i> , 2002, 10, 1-4.	2.5	44
56	Integrity tests predict counterproductive work behaviors and job performance well: Comment on Van Iddekinge, Roth, Raymark, and Odle-Dusseau (2012).. <i>Journal of Applied Psychology</i> , 2012, 97, 537-542.	5.3	43
57	TOWARDS AN UNDERSTANDING OF INTEGRITY TEST SIMILARITIES AND DIFFERENCES: AN ITEM-LEVEL ANALYSIS OF SEVEN TESTS. <i>Personnel Psychology</i> , 2003, 56, 873-894.	2.8	42
58	HOW DEFINITIVE ARE CONCLUSIONS BASED ON SURVEY DATA: ESTIMATING ROBUSTNESS TO NONRESPONSE. <i>Personnel Psychology</i> , 1993, 46, 551-567.	2.8	37
59	Personality at work: Criterion-focused occupational personality scales used in personnel selection.. , 2001, , 63-92.		36
60	The Personality of Corruption. <i>Cross-Cultural Research</i> , 2008, 42, 353-385.	2.7	35
61	Realizing the full potential of psychometric meta-analysis for a cumulative science and practice of human resource management. <i>Human Resource Management Review</i> , 2017, 27, 201-215.	4.8	35
62	Personality Measures in Personnel Selection: Some new contributions. <i>International Journal of Selection and Assessment</i> , 2007, 15, 354-358.	2.5	32
63	Bandwidthâ€“fidelity dilemma in personality measurement for personnel selection. <i>Journal of Organizational Behavior</i> , 1996, 17, 609-626.	4.7	31
64	Environmental Sustainability in and of Organizations. <i>Industrial and Organizational Psychology</i> , 2012, 5, 503-511.	0.6	30
65	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.	5.3	30
66	Cognitive Abilities. , 0, , 179-224.		30
67	Relative Importance of Personality Dimensions for Expatriate Selection: A Policy Capturing Study. <i>Human Performance</i> , 1999, 12, 275-294.	2.4	29
68	Cognitive Ability in Selection Decisions. , 0, , 431-468.		29
69	A 1-Year, Three-Couple Expedition as a Crew Analog for a Mars Mission. <i>Environment and Behavior</i> , 2002, 34, 672-700.	4.7	28
70	Determinants of Perceived Pay Inequities: The Effects of Comparison Other Characteristics and Pay-System Communication1. <i>Journal of Applied Social Psychology</i> , 2000, 30, 1281-1309.	2.0	25
71	Relationships between Personality and Organization Switching: Implications for utility estimates. <i>International Journal of Selection and Assessment</i> , 2007, 15, 118-133.	2.5	25
72	Empirical Benchmarks for Interpreting Effect Size Variability in Meta-Analysis. <i>Industrial and Organizational Psychology</i> , 2017, 10, 472-479.	0.6	24

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73	No New Terrain: Reliability and Construct Validity of Job Performance Ratings. <i>Industrial and Organizational Psychology</i> , 2008, 1, 174-179.	0.6	23
74	Maladaptive Personality Constructs, Measures, and Work Behaviors. <i>Industrial and Organizational Psychology</i> , 2014, 7, 98-110.	0.6	23
75	Personality and Extrinsic Career Success. <i>Zeitschrift Fur Personalpsychologie</i> , 2008, 7, 1-23.	0.2	22
76	Counterproductive work behaviors: Concepts, measurement, and nomological network.. , 2013, , 643-659.		21
77	The construct validity of three entry level personality inventories used in the UK: cautionary findings from a multipleâ€inventory investigation. <i>European Journal of Personality</i> , 2003, 17, S39-S66.	3.1	19
78	Expatriate Management. , 0, , 424-444.		19
79	Ethical employee behaviors in the consensus taxonomy of counterproductive work behaviors. <i>International Journal of Selection and Assessment</i> , 2018, 26, 36-48.	2.5	18
80	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.	0.6	17
81	Taxonomies and Compendia of Cognitive Ability and Personality Constructs and Measures Relevant to Industrial, Work and Organizational Psychology. , 0, , 366-407.		17
82	Agreeableness and Its Consequences: A Quantitative Review of Meta-Analytic Findings. <i>Personality and Social Psychology Review</i> , 2022, 26, 242-280.	6.0	17
83	Delineating the construct network of the Personnel Reaction Blank: Associations with externalizing tendencies and normal personality.. <i>Psychological Assessment</i> , 2011, 23, 18-30.	1.5	16
84	The Big-5 Personality and Counterproductive Behaviours. , 2003, , 211-249.		16
85	A Research Note on the Incremental Validity of Job Knowledge and Integrity Tests for Predicting Maximal Performance. <i>Human Performance</i> , 2007, 20, 293-303.	2.4	14
86	Are genetic and environmental influences on job satisfaction stable over time? A three-wave longitudinal twin study.. <i>Journal of Applied Psychology</i> , 2016, 101, 1598-1619.	5.3	14
87	A Pragmatic View of Assessment Center Exercises and Dimensions. <i>Industrial and Organizational Psychology</i> , 2008, 1, 121-124.	0.6	13
88	Cognitive predictors and age-based adverse impact among business executives.. <i>Journal of Applied Psychology</i> , 2015, 100, 1497-1510.	5.3	13
89	Cross-cultural generalization: Using meta-analysis to test hypotheses about cultural variability.. , 0, , 91-122.		13
90	Using personality facets to understand the nature of personality-satisfaction relationships. <i>Career Development International</i> , 2017, 22, 477-506.	2.7	12

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91	Exploratory bifactor measurement models in vocational behavior research. <i>Journal of Vocational Behavior</i> , 2020, 120, 103430.	3.4	12
92	Occupational characteristics moderate personalityâ€™performance relations in major occupational groups. <i>Journal of Vocational Behavior</i> , 2021, 131, 103655.	3.4	12
93	Pro-Environmental Behavior. , 2015, , 82-88.		11
94	Counterproductive behaviors: Relations across life domains, etiology, and implications for applied practice. <i>International Journal of Selection and Assessment</i> , 2017, 25, 111-124.	2.5	10
95	Counterproductive work behaviors 2.0: Assessment or consequences. <i>International Journal of Selection and Assessment</i> , 2018, 26, 1-4.	2.5	10
96	Controversies over integrity testing: Two viewpoints. <i>Journal of Business and Psychology</i> , 1996, 10, 487-501.	4.0	9
97	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.	0.6	9
98	Cognitive Ability. , 2017, , 251-276.		9
99	Using Mobile Sensors to Study Personality Dynamics. <i>European Journal of Psychological Assessment</i> , 2020, 36, 935-947.	3.0	7
100	Industrial-Organizational (I/O) Psychology to Organizational Behavior Management (OBM). <i>Journal of Organizational Behavior Management</i> , 2003, 22, 41-57.	1.2	6
101	Meta-analytic criterion profile analysis.. <i>Psychological Methods</i> , 2021, 26, 186-209.	3.5	6
102	Construct- and Criterion-Related Validity of the German Core Self-Evaluations Scale. <i>Journal of Personnel Psychology</i> , 2013, 12, 85-91.	1.4	6
103	Application of Preventive Strategies. , 2011, , 177-200.		5
104	Direct and conceptual replications of the taxometric analysis of type a behavior.. <i>Journal of Personality and Social Psychology</i> , 2019, 116, e12-e26.	2.8	5
105	Comparing Rater Groups: How To Disentangle Rating Reliability From Construct-Level Disagreements. <i>Industrial and Organizational Psychology</i> , 2016, 9, 800-806.	0.6	4
106	A Failed Challenge to Validity Generalization: Addressing a Fundamental Misunderstanding of the Nature of VG. <i>Industrial and Organizational Psychology</i> , 2017, 10, 488-495.	0.6	4
107	Personality assessment for work: Legal, I-O, and clinical perspective. <i>Industrial and Organizational Psychology</i> , 2019, 12, 143-150.	0.6	3
108	Introduction to the Handbook and Volume 1 â€™ Personnel Psychology: Where We Have Been, Where We are, (and Where We Could Be). , 0, , 1-9.		3

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109	Introduction to the Special Issue Section: Personality in personnel selection and assessment. International Journal of Selection and Assessment, 2007, 15, 82-82.	2.5	2
110	Constructs versus measures in personality and other domains: What distinguishes normal and clinical?. Industrial and Organizational Psychology, 2019, 12, 157-162.	0.6	2
111	The Significance of Sputum ECP Levels in Differential Diagnosis of Asthma in Children. Journal of Asthma, 1999, 36, 493-502.	1.7	1
112	Rejoinder to Goldberg, Lee and Ashton (2008): explaining counterintuitive findings. European Journal of Personality, 2008, 22, 157-162.	3.1	1
113	Employee Selection in Times of Change. , 0, , 169-226.		1
114	Meta-analytic findings: updating research and supporting practice on workplace issues. Career Development International, 2017, 22, 462-468.	2.7	1
115	Bandwidthâ€fidelity dilemma in personality measurement for personnel selection. , 1996, 17, 609.		1
116	Creative Interests and Personality. Zeitschrift Fur Arbeits- Und Organisationspsychologie, 2016, 60, 65-78.	1.5	1
117	â€œPersonality at Workâ€in LÃ¼neburg - RÃ¼ckblick und Ausblick. Zeitschrift Fur Personalpsychologie, 2008, 7, 24-26.	0.2	1
118	Personnel Selection. , 2004, , 35-43.		0