

# Deniz S Ones

## List of Publications by Year in descending order

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118  
papers

13,936  
citations

44069

48  
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30922

102  
g-index

135  
all docs

135  
docs citations

135  
times ranked

7243  
citing authors

#	ARTICLE	IF	CITATIONS
1	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
2	Meta-analytic criterion profile analysis.. <i>Psychological Methods</i> , 2021, 26, 186-209.	3.5	6
3	Occupational characteristics moderate personalityâ€™performance relations in major occupational groups. <i>Journal of Vocational Behavior</i> , 2021, 131, 103655.	3.4	12
4	Exploratory bifactor measurement models in vocational behavior research. <i>Journal of Vocational Behavior</i> , 2020, 120, 103430.	3.4	12
5	Using Mobile Sensors to Study Personality Dynamics. <i>European Journal of Psychological Assessment</i> , 2020, 36, 935-947.	3.0	7
6	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
7	Personality assessment for work: Legal, I-O, and clinical perspective. <i>Industrial and Organizational Psychology</i> , 2019, 12, 143-150.	0.6	3
8	Constructs versus measures in personality and other domains: What distinguishes normal and clinical?. <i>Industrial and Organizational Psychology</i> , 2019, 12, 157-162.	0.6	2
9	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
10	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
11	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
12	Counterproductive work behaviors 2.0: Assessment or consequences. <i>International Journal of Selection and Assessment</i> , 2018, 26, 1-4.	2.5	10
13	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
14	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
15	Empirical Benchmarks for Interpreting Effect Size Variability in Meta-Analysis. <i>Industrial and Organizational Psychology</i> , 2017, 10, 472-479.	0.6	24
16	Meta-analytic findings: updating research and supporting practice on workplace issues. <i>Career Development International</i> , 2017, 22, 462-468.	2.7	1
17	Using personality facets to understand the nature of personality-satisfaction relationships. <i>Career Development International</i> , 2017, 22, 477-506.	2.7	12
18	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

#	ARTICLE	IF	CITATIONS
19	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
20	Cognitive Ability. , 2017, , 251-276.		9
21	Age and Employee Green Behaviors: A Meta-Analysis. <i>Frontiers in Psychology</i> , 2016, 7, 194.	2.1	59
22	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
23	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
24	Creative Interests and Personality. <i>Zeitschrift Fur Arbeits- Und Organisationspsychologie</i> , 2016, 60, 65-78.	1.5	1
25	Cognitive predictors and age-based adverse impact among business executives.. <i>Journal of Applied Psychology</i> , 2015, 100, 1497-1510.	5.3	13
26	Pro-Environmental Behavior. , 2015, , 82-88.		11
27	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
28	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
29	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
30	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
31	Maladaptive Personality Constructs, Measures, and Work Behaviors. <i>Industrial and Organizational Psychology</i> , 2014, 7, 98-110.	0.6	23
32	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
33	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
34	Counterproductive work behaviors: Concepts, measurement, and nomological network.. , 2013, , 643-659.		21
35	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
36	Age and environmental sustainability: a meta-analysis. <i>Journal of Managerial Psychology</i> , 2013, 28, 826-856.	2.2	195

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37	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
38	Environmental Sustainability in and of Organizations. <i>Industrial and Organizational Psychology</i> , 2012, 5, 503-511.	0.6	30
39	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
40	Environmental Sustainability at Work: A Call to Action. <i>Industrial and Organizational Psychology</i> , 2012, 5, 444-466.	0.6	326
41	Samples in applied psychology: Over a decade of research in review.. <i>Journal of Applied Psychology</i> , 2011, 96, 1055-1064.	5.3	107
42	Application of Preventive Strategies. , 2011, , 177-200.		5
43	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
44	An other perspective on personality: Meta-analytic integration of observers' accuracy and predictive validity.. <i>Psychological Bulletin</i> , 2010, 136, 1092-1122.	6.1	754
45	Individual differences as predictors of work, educational, and broad life outcomes. <i>Personality and Individual Differences</i> , 2010, 49, 331-336.	2.9	79
46	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
47	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
48	Personality scale validities increase throughout medical school.. <i>Journal of Applied Psychology</i> , 2009, 94, 1514-1535.	5.3	176
49	Rejoinder to Goldberg, Lee and Ashton (2008): explaining counterintuitive findings. <i>European Journal of Personality</i> , 2008, 22, 157-162.	3.1	1
50	GROUP DIFFERENCES IN PERSONALITY: META-ANALYSES COMPARING FIVE U.S. RACIAL GROUPS. <i>Personnel Psychology</i> , 2008, 61, 579-616.	2.8	145
51	A Pragmatic View of Assessment Center Exercises and Dimensions. <i>Industrial and Organizational Psychology</i> , 2008, 1, 121-124.	0.6	13
52	No New Terrain: Reliability and Construct Validity of Job Performance Ratings. <i>Industrial and Organizational Psychology</i> , 2008, 1, 174-179.	0.6	23
53	The Personality of Corruption. <i>Cross-Cultural Research</i> , 2008, 42, 353-385.	2.7	35
54	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

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55	Personality and Extrinsic Career Success. Zeitschrift Fur Personalpsychologie, 2008, 7, 1-23.	0.2	22
56	â€œPersonality at Workâ€ in LÃ¼neburg - RÃ¼ckblick und Ausblick. Zeitschrift Fur Personalpsychologie, 2008, 7, 24-26.	0.2	1
57	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
58	A Research Note on the Incremental Validity of Job Knowledge and Integrity Tests for Predicting Maximal Performance. Human Performance, 2007, 20, 293-303.	2.4	14
59	Cognitive ability predicts objectively measured counterproductive work behaviors.. Journal of Applied Psychology, 2007, 92, 616-627.	5.3	150
60	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
61	Relationships between Personality and Organization Switching: Implications for utility estimates. International Journal of Selection and Assessment, 2007, 15, 118-133.	2.5	25
62	Personality Measures in Personnel Selection: Some new contributions. International Journal of Selection and Assessment, 2007, 15, 354-358.	2.5	32
63	IN SUPPORT OF PERSONALITY ASSESSMENT IN ORGANIZATIONAL SETTINGS. Personnel Psychology, 2007, 60, 995-1027.	2.8	379
64	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
65	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
66	Personality at Work: Raising Awareness and Correcting Misconceptions. Human Performance, 2005, 18, 389-404.	2.4	153
67	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
68	Personnel Selection. , 2004, , 35-43.		0
69	The construct validity of three entry level personality inventories used in the UK: cautionary findings from a multipleâ€ inventory investigation. European Journal of Personality, 2003, 17, S39-S66.	3.1	19
70	Personality and absenteeism: a metaâ€ analysis of integrity tests. European Journal of Personality, 2003, 17, S19-S38.	3.1	139
71	TOWARDS AN UNDERSTANDING OF INTEGRITY TEST SIMILARITIES AND DIFFERENCES: AN ITEM-LEVEL ANALYSIS OF SEVEN TESTS. Personnel Psychology, 2003, 56, 873-894.	2.8	42
72	Gender Differences in Expatriate Job Performance. Applied Psychology, 2003, 52, 461-475.	7.1	64

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73	Industrial-Organizational (I/O) Psychology to Organizational Behavior Management (OBM). Journal of Organizational Behavior Management, 2003, 22, 41-57.	1.2	6
74	Job-specific applicant pools and national norms for personality scales: Implications for range-restriction corrections in validation research.. Journal of Applied Psychology, 2003, 88, 570-577.	5.3	131
75	The Big-5 Personality and Counterproductive Behaviours. , 2003, , 211-249.		16
76	The moderating influence of job performance dimensions on convergence of supervisory and peer ratings of job performance: Unconfounding construct-level convergence and rating difficulty.. Journal of Applied Psychology, 2002, 87, 345-354.	5.3	106
77	Personality and happiness: A national-level analysis.. Journal of Personality and Social Psychology, 2002, 83, 767-781.	2.8	105
78	Introduction to the Special Issue on Counterproductive Behaviors at Work. International Journal of Selection and Assessment, 2002, 10, 1-4.	2.5	44
79	A 1-Year, Three-Couple Expedition as a Crew Analog for a Mars Mission. Environment and Behavior, 2002, 34, 672-700.	4.7	28
80	Title is missing!. Journal of Business Ethics, 2002, 38, 193-203.	6.0	149
81	Gender and ethnic group differences on personality scales in selection: Some British data. Journal of Occupational and Organizational Psychology, 2002, 75, 255-276.	4.5	101
82	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
83	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
84	Do Impression Management Scales in Personality Inventories Predict Managerial Job Performance Ratings?. International Journal of Selection and Assessment, 2001, 9, 277-289.	2.5	49
85	Personality at work: Criterion-focused occupational personality scales used in personnel selection.. , 2001, , 63-92.		36
86	Perspectives on Models of Job Performance. International Journal of Selection and Assessment, 2000, 8, 216-226.	2.5	505
87	Determinants of Perceived Pay Inequities: The Effects of Comparison Other Characteristics and Pay-System Communication1. Journal of Applied Social Psychology, 2000, 30, 1281-1309.	2.0	25
88	RELIABILITY IS NOT VALIDITY AND VALIDITY IS NOT RELIABILITY. Personnel Psychology, 2000, 53, 901-912.	2.8	92
89	Measurement Error in "Big Five Factors" Personality Assessment: Reliability Generalization across Studies and Measures. Educational and Psychological Measurement, 2000, 60, 224-235.	2.4	169
90	Assessing the U.S. Presidents Using the Revised NEO Personality Inventory. Assessment, 2000, 7, 403-419.	3.1	176

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91	Meta-Analyses of Fakability Estimates: Implications for Personality Measurement. Educational and Psychological Measurement, 1999, 59, 197-210.	2.4	400
92	Relative importance of personality dimensions for expatriate selection: A policy capturing study. Human Performance, 1999, 12, 275-294.	2.4	139
93	The Significance of Sputum ECP Levels in Differential Diagnosis of Asthma in Children. Journal of Asthma, 1999, 36, 493-502.	1.7	1
94	Psychometric equivalence of the computer and booklet forms of the MMPI: A meta-analysis.. Psychological Assessment, 1999, 11, 58-66.	1.5	56
95	Relative Importance of Personality Dimensions for Expatriate Selection: A Policy Capturing Study. Human Performance, 1999, 12, 275-294.	2.4	29
96	The Effects of Social Desirability and Faking on Personality and Integrity Assessment for Personnel Selection. Human Performance, 1998, 11, 245-269.	2.4	170
97	Gender, age, and race differences on overt integrity tests: Results across four large-scale job applicant datasets.. Journal of Applied Psychology, 1998, 83, 35-42.	5.3	145
98	Conscientiousness and Integrity at Work. , 1997, , 849-870.		204
99	Comparative analysis of the reliability of job performance ratings.. Journal of Applied Psychology, 1996, 81, 557-574.	5.3	520
100	Role of social desirability in personality testing for personnel selection: The red herring.. Journal of Applied Psychology, 1996, 81, 660-679.	5.3	613
101	Controversies over integrity testing: Two viewpoints. Journal of Business and Psychology, 1996, 10, 487-501.	4.0	9
102	Bandwidthâ€“fidelity dilemma in personality measurement for personnel selection. Journal of Organizational Behavior, 1996, 17, 609-626.	4.7	415
103	Bandwidthâ€“fidelity dilemma in personality measurement for personnel selection. , 1996, 17, 609.		1
104	Bandwidthâ€“fidelity dilemma in personality measurement for personnel selection. Journal of Organizational Behavior, 1996, 17, 609-626.	4.7	31
105	THEORY TESTING: COMBINING PSYCHOMETRIC META-ANALYSIS AND STRUCTURAL EQUATIONS MODELING. Personnel Psychology, 1995, 48, 865-885.	2.8	708
106	Relative importance of personality and general mental ability in managers' judgments of applicant qualifications.. Journal of Applied Psychology, 1995, 80, 500-509.	5.3	145
107	PERSONALITY AND JOB PERFORMANCE: A CRITIQUE OF THE TETT, JACKSON, AND ROTHSTEIN (1991) META-ANALYSIS. Personnel Psychology, 1994, 47, 147-156.	2.8	88
108	HOW DEFINITIVE ARE CONCLUSIONS BASED ON SURVEY DATA: ESTIMATING ROBUSTNESS TO NONRESPONSE. Personnel Psychology, 1993, 46, 551-567.	2.8	37

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109	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
110	Employee Selection in Times of Change. , 0 , 169-226.		1
111	Cross-cultural generalization: Using meta-analysis to test hypotheses about cultural variability.. , 0 , 91-122.		13
112	Cognitive Abilities. , 0 , 179-224.		30
113	Cognitive Ability in Selection Decisions. , 0 , 431-468.		29
114	Taxonomies and Compendia of Cognitive Ability and Personality Constructs and Measures Relevant to Industrial, Work and Organizational Psychology. , 0 , 366-407.		17
115	Introduction to the Handbook and Volume 1 " Personnel Psychology: Where We Have Been, Where We are, (and Where We Could Be). , 0 , 1-9.		3
116	Predictors Used for Personnel Selection: An Overview of Constructs, Methods and Techniques. , 0 , 165-199.		81
117	The Structure, Measurement, Validity, and Use of Personality Variables in Industrial, Work, and Organizational Psychology. , 0 , 233-277.		145
118	Expatriate Management. , 0 , 424-444.		19