Frederick P Morgeson

List of Publications by Year
in descending order

78 papers	17,923 citations	41258 49 h-index	71532 76 g-index
86 all docs	86 docs citations	86 times ranked	9614 citing authors

#	Article	IF	Citations
1	The Work Design Questionnaire (WDQ): Developing and validating a comprehensive measure for assessing job design and the nature of work.. Journal of Applied Psychology, 2006, 91, 1321-1339.	4.2	1,826
2	Integrating motivational, social, and contextual work design features: A meta-analytic summary and theoretical extension of the work design literature.. Journal of Applied Psychology, 2007, 92, 1332-1356.	4.2	1,500
3	Safety at work: A meta-analytic investigation of the link between job demands, job resources, burnout, engagement, and safety outcomes.. Journal of Applied Psychology, 2011, 96, 71-94.	4.2	1,129
4	Climate as a moderator of the relationship between leader-member exchange and content specific citizenship: Safety climate as an exemplar.. Journal of Applied Psychology, 2003, 88, 170-178.	4.2	887
5	Leader-member exchange and citizenship behaviors: A meta-analysis.. Journal of Applied Psychology, 2007, 92, 269-277.	4.2	883
6	The Structure and Function of Collective Constructs: Implications for Multilevel Research and Theory Development. Academy of Management Review, 1999, 24, 249-265.	7.4	847
7	Authentic leadership and eudaemonic well-being: Understanding leader–follower outcomes. Leadership Quarterly, 2005, 16, 373-394.	3.6	838
8	Leadership in Teams: A Functional Approach to Understanding Leadership Structures and Processes. Journal of Management, 2010, 36, 5-39.	6.3	770
9	Safety-related behavior as a social exchange: The role of perceived organizational support and leader–member exchange.. Journal of Applied Psychology, 1999, 84, 286-296.	4.2	597
10	Event System Theory: An Event-Oriented Approach to the Organizational Sciences. Academy of Management Review, 2015, 40, 515-537.	7.4	575
11	RECONSIDERING THE USE OF PERSONALITY TESTS IN PERSONNEL SELECTION CONTEXTS. Personnel Psychology, 2007, 60, 683-729.	2.2	484
12	The Importance of Job Autonomy, Cognitive Ability, and Job-Related Skill for Predicting Role Breadth and Job Performance.. Journal of Applied Psychology, 2005, 90, 399-406.	4.2	364
13	SELECTING INDIVIDUALS IN TEAM SETTINGS: THE IMPORTANCE OF SOCIAL SKILLS, PERSONALITY CHARACTERISTICS, AND TEAMWORK KNOWLEDGE. Personnel Psychology, 2005, 58, 583-611.	2.2	357
14	Use of situational judgment tests to predict job performance: A clarification of the literature.. Journal of Applied Psychology, 2001, 86, 730-740.	4.2	351
15	The leadership skills strataplex: Leadership skill requirements across organizational levels. Leadership Quarterly, 2007, 18, 154-166.	3.6	346
16	UNDERSTANDING WORK USING THE OCCUPATIONAL INFORMATION NETWORK (O*NET): IMPLICATIONS FOR PRACTICE AND RESEARCH. Personnel Psychology, 2001, 54, 451-492.	2.2	344
17	The External Leadership of Self-Managing Teams: Intervening in the Context of Novel and Disruptive Events.. Journal of Applied Psychology, 2005, 90, 497-508.	4.2	326
18	The Structured Employment Interview: Narrative and Quantitative Review of the Research Literature. Personnel Psychology, 2014, 67, 241-293.	2.2	306

#	ARTICLE	IF	CITATIONS
19	One hundred years of work design research: Looking back and looking forward.. Journal of Applied Psychology, 2017, 102, 403-420.	4.2	277
20	BEYOND EMPLOYMENT INTERVIEW VALIDITY: A COMPREHENSIVE NARRATIVE REVIEW OF RECENT RESEARCH AND TRENDS OVER TIME. Personnel Psychology, 2002, 55, 1-81.	2.2	267
21	Extending Corporate Social Responsibility Research to the Human Resource Management and Organizational Behavior Domains: A Look to the Future. Personnel Psychology, 2013, 66, 805-824.	2.2	235
22	The development of leader–member exchanges: Exploring how personality and performance influence leader and member relationships over time. Organizational Behavior and Human Decision Processes, 2009, 108, 256-266.	1.4	227
23	Developing a theory of the strategic core of teams: A role composition model of team performance.. Journal of Applied Psychology, 2009, 94, 48-61.	4.2	221
24	ARE WE GETTING FOOLED AGAIN? COMING TO TERMS WITH LIMITATIONS IN THE USE OF PERSONALITY TESTS FOR PERSONNEL SELECTION. Personnel Psychology, 2007, 60, 1029-1049.	2.2	216
25	Multiple professional identities: Examining differences in identification across work-related targets.. Journal of Applied Psychology, 2006, 91, 498-506.	4.2	206
26	Understanding why they don't see eye to eye: An examination of leader–member exchange (LMX) agreement.. Journal of Applied Psychology, 2009, 94, 1048-1057.	4.2	200
27	The Structure and Function of Collective Constructs: Implications for Multilevel Research and Theory Development. Academy of Management Review, 1999, 24, 249.	7.4	176
28	Event criticality, urgency, and duration: Understanding how events disrupt teams and influence team leader intervention. Leadership Quarterly, 2006, 17, 271-287.	3.6	162
29	"Temporary Worker, Permanent Loser?" A Model of the Stigmatization of Temporary Workers. Journal of Management, 2007, 33, 5-29.	6.3	159
30	The milieu of managerial work: An integrative framework linking work context to role requirements.. Journal of Applied Psychology, 2009, 94, 972-988.	4.2	159
31	Explaining affective linkages in teams: Individual differences in susceptibility to contagion and individualism-collectivism.. Journal of Applied Psychology, 2007, 92, 1140-1148.	4.2	158
32	Job and team design: Toward a more integrative conceptualization of work design. Research in Personnel and Human Resources Management, 2008, , 39-91.	1.0	155
33	Human resource configurations: Investigating fit with the organizational context.. Journal of Applied Psychology, 2008, 93, 864-882.	4.2	154
34	Consensus in work role requirements: The influence of discrete occupational context on role expectations.. Journal of Applied Psychology, 2007, 92, 1228-1241.	4.2	137
35	Social and cognitive sources of potential inaccuracy in job analysis.. Journal of Applied Psychology, 1997, 82, 627-655.	4.2	134
36	Work design *in situ*: Understanding the role of occupational and organizational context. Journal of Organizational Behavior, 2010, 31, 351-360.	2.9	116

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37	Cognitive and affective identification: Exploring the links between different forms of social identification and personality with work attitudes and behavior. Journal of Organizational Behavior, 2012, 33, 1142-1167.	2.9	115
38	What you do depends on where you are: understanding how domestic and expatriate work requirements depend upon the cultural context. Journal of International Business Studies, 2007, 38, 64-83.	4.6	113
39	Stability and change in person-team and person-role fit over time: The effects of growth satisfaction, performance, and general self-efficacy.. Journal of Applied Psychology, 2007, 92, 1242-1253.	4.2	112
40	MINIMIZING TRADEOFFS WHEN REDESIGNING WORK: EVIDENCE FROM A LONGITUDINAL QUASI-EXPERIMENT. Personnel Psychology, 2002, 55, 589-612.	2.2	101
41	The Team Role Test: Development and validation of a team role knowledge situational judgment test.. Journal of Applied Psychology, 2008, 93, 250-267.	4.2	92
42	Self-Presentation Processes in Job Analysis: A Field Experiment Investigating Inflation in Abilities, Tasks, and Competencies.. Journal of Applied Psychology, 2004, 89, 674-686.	4.2	80
43	Work redesign: Eight obstacles and opportunities. Human Resource Management, 2005, 44, 367-390.	3.5	78
44	Same as It Ever Was: Recognizing Stability in the <i>BusinessWeek</i> Rankings. Academy of Management Learning and Education, 2008, 7, 26-41.	1.6	75
45	The effects of managerial and employee attributions for corporate social responsibility initiatives. Journal of Organizational Behavior, 2017, 38, 1111-1129.	2.9	75
46	UNDERSTANDING REACTIONS TO JOB REDESIGN: A QUASI-EXPERIMENTAL INVESTIGATION OF THE MODERATING EFFECTS OF ORGANIZATIONAL CONTEXT ON PERCEPTIONS OF PERFORMANCE BEHAVIOR. Personnel Psychology, 2006, 59, 333-363.	2.2	63
47	From the Editors: Examining the Impact and Role of Special Issue and Regular Journal Articles in the Field of Management. Academy of Management Journal, 2006, 49, 857-872.	4.3	63
48	Are you really doing good things in your boss's eyes? Interactive effects of employee innovative work behavior and leader–member exchange on supervisory performance ratings. Human Resource Management, 2018, 57, 397-409.	3.5	59
49	Review of Research on Age Discrimination in the Employment Interview. Journal of Business and Psychology, 2008, 22, 223-232.	2.5	56
50	Accuracy in job analysis: toward an inference-based model. Journal of Organizational Behavior, 2000, 21, 819-827.	2.9	53
51	SO YOU DIDN'T GET THE JOB … NOW WHAT DO YOU THINK? EXAMINING OPPORTUNITY-TO-PERFORM FAIRNESS PERCEPTIONS. Personnel Psychology, 2006, 59, 559-590.	2.2	53
52	Getting What the Occupation Gives: Exploring Multilevel Links Between Work Design and Occupational Values. Personnel Psychology, 2013, 66, 687-721.	2.2	52
53	They Don't Do It Often, But They Do It Well: Exploring the relationship between applicant mental abilities and faking. International Journal of Selection and Assessment, 2009, 17, 271-281.	1.7	49
54	If at first you don't succeed, try, try again: Understanding race, age, and gender differences in retesting score improvement.. Journal of Applied Psychology, 2010, 95, 603-617.	4.2	42

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55	Understanding the Motivational Contingencies of Team Leadership. Small Group Research, 2010, 41, 621-651.	1.8	38
56	Typical Performance, Maximal Performance, and Performance Variability: Expanding Our Understanding of How Organizations Value Performance. Human Performance, 2007, 20, 259-274.	1.4	33
57	Personal characteristics, knowledge of the veterinary profession, and influences on career choice among students in the veterinary school applicant pool. Journal of the American Veterinary Medical Association, 2003, 223, 1587-1594.	0.2	32
58	EFFECTS OF DESCRIPTOR SPECIFICITY AND OBSERVABILITY ON INCUMBENT WORK ANALYSIS RATINGS. Personnel Psychology, 2009, 62, 601-628.	2.2	32
59	Work analysis: From technique to theory.. , 2011, , 3-41.		32
60	Can I retake it? Exploring subgroup differences and criterion-related validity in promotion retesting.. Journal of Applied Psychology, 2011, 96, 941-955.	4.2	28
61	The role of leadership in safety.. , 2004, , 159-180.		27
62	The end is just the beginning: Turnover events and their impact on those who remain. Personnel Psychology, 2021, 74, 387-409.	2.2	24
63	TELL ME SOME MORE: EXPLORING HOW VERBAL ABILITY AND ITEM VERIFIABILITY INFLUENCE RESPONSES TO BIODATA QUESTIONS IN A HIGHâ€ STAKES SELECTION CONTEXT. Personnel Psychology, 2012, 65, 359-383.	2.2	21
64	Reacting to Applicant Perspectives Research: What's next?. International Journal of Selection and Assessment, 2009, 17, 431-437.	1.7	16
65	Understanding Pay Satisfaction: The Limits of a Compensation System Implementation. Journal of Business and Psychology, 2001, 16, 133-149.	2.5	15
66	Does â€œhowâ€•firms invest in corporate social responsibility matter? An attributional model of job seekersâ€™ reactions to configurational variation in corporate social responsibility. Human Relations, 2022, 75, 532-559.	3.8	15
67	Exploring the link between organizational values and human resource certification. Human Resource Management Review, 2012, 22, 271-278.	3.3	13
68	Pay Attention! The Liabilities of Respondent Experience and Carelessness When Making Job Analysis Judgments. Journal of Management, 2016, 42, 1904-1933.	6.3	11
69	Lessons learned from a life in psychological science: Implications for young scientists.. American Psychologist, 1999, 54, 106-116.	3.8	10
70	Why Don't You Just Show Me? Performance interviews for skillâ€ based promotions. International Journal of Selection and Assessment, 2009, 17, 203-218.	1.7	8
71	Job and Team Design. , 2006, , 428-457.		7
72	PERSONNEL ARE PEOPLE!â€• Personnel Psychology, 2011, 64, 1-5.	2.2	7

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73	Why academics attend conferences? An extended career self-management framework. Human Resource Management Review, 2020, 32, 100793.	3.3	7
74	Outcomes of Absence Control Initiatives. Journal of Management, 2014, 40, 1075-1097.	6.3	6
75	Maybe not so independent after all: The possibility, prevalence, and consequences of violating the independence assumptions in psychometric metaâ€analysis. Personnel Psychology, 2020, 73, 491-516.	2.2	5
76	I know how I feel but do I know how you feel? Investigating metaperceptions to advance relationship-based leadership approaches.. Journal of Applied Psychology, 2022, 107, 1498-1523.	4.2	4
77	Trends in Infusion Administrative Practices in US Health Care Organizations: An Exploratory Analysis. Journal of Infusion Nursing, 2019, 42, 13-22.	1.2	1
78	1,278 Days, but Who's Counting? A Note From the Outgoing Editor. Personnel Psychology, 2013, 66, 803-804.	2.2	0