

Klaus G Melchers

List of Publications by Year in descending order

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Version: 2024-02-01

65
papers

1,785
citations

304701

22
h-index

330122

37
g-index

70
all docs

70
docs citations

70
times ranked

808
citing authors

#	ARTICLE	IF	CITATIONS
1	Is causal induction based on causal power? Critique of Cheng (1997).. Psychological Review, 2000, 107, 195-212.	3.8	127
2	Stimulus coding in human associative learning: Flexible representations of parts and wholes. Behavioural Processes, 2008, 77, 413-427.	1.1	91
3	A different look at why selection procedures work. Organizational Psychology Review, 2011, 1, 128-146.	4.3	73
4	Situation assessment as an ignored factor in the behavioral consistency paradigm underlying the validity of personnel selection procedures.. Journal of Applied Psychology, 2013, 98, 326-341.	5.3	73
5	A Modified Version of the Unique Cue Theory Accounts for Olfactory Compound Processing in Honeybees. Learning and Memory, 2003, 10, 199-208.	1.3	72
6	How and why do interviewers try to make impressions on applicants? A qualitative study.. Journal of Applied Psychology, 2016, 101, 313-332.	5.3	70
7	Within-compound associations in retrospective reevaluation and in direct learning: A challenge for comparator theory. Quarterly Journal of Experimental Psychology Section B: Comparative and Physiological Psychology, 2004, 57, 25-53.	2.8	67
8	Candidates' Ability to Identify Criteria in Nontransparent Selection Procedures: Evidence from an assessment center and a structured interview. International Journal of Selection and Assessment, 2007, 15, 283-292.	2.5	59
9	It Takes More Than a Good Camera: Which Factors Contribute to Differences Between Face-to-Face Interviews and Videoconference Interviews Regarding Performance Ratings and Interviewee Perceptions?. Journal of Business and Psychology, 2021, 36, 921-940.	4.0	59
10	Shall we continue or stop disapproving of self-presentation? Evidence on impression management and faking in a selection context and their relation to job performance. European Journal of Work and Organizational Psychology, 2015, 24, 420-432.	3.7	50
11	Responding to Personality Tests in a Selection Context: The Role of the Ability to Identify Criteria and the Ideal-Employee Factor. Human Performance, 2012, 25, 273-302.	2.4	47
12	Transparency in Structured Interviews: Consequences for Construct and Criterion-Related Validity. Human Performance, 2008, 21, 107-137.	2.4	45
13	IS MORE STRUCTURE REALLY BETTER? A COMPARISON OF FRAME-OF-REFERENCE TRAINING AND DESCRIPTIVELY ANCHORED RATING SCALES TO IMPROVE INTERVIEWERS' RATING QUALITY. Personnel Psychology, 2011, 64, 2.8 53-87.	2.8	42
14	A review of applicant faking in selection interviews. International Journal of Selection and Assessment, 2020, 28, 123-142.	2.5	41
15	â€œI Know What You Want to Knowâ€: The Impact of Interviewees' Ability to Identify Criteria on Interview Performance and Construct-Related Validity. Human Performance, 2009, 22, 355-374.	2.4	39
16	Smile for the camera! The role of social presence and impression management in perceptions of technology-mediated interviews. Journal of Managerial Psychology, 2020, 35, 285-299.	2.2	37
17	EXERCISES AND DIMENSIONS ARE THE CURRENCY OF ASSESSMENT CENTERS. Personnel Psychology, 2011, 64, 351-395.	2.8	35
18	The relevance of sleep and circadian misalignment for procrastination among shift workers. Journal of Occupational and Organizational Psychology, 2018, 91, 110-133.	4.5	33

#	ARTICLE	IF	CITATIONS
19	Tell Me Sweet Little Lies: How Does Faking in Interviews Affect Interview Scores and Interview Validity?. <i>Journal of Business and Psychology</i> , 2019, 34, 107-124.	4.0	31
20	Fair and Flexible?! Explanations Can Improve Applicant Reactions Toward Asynchronous Video Interviews. <i>Personnel Assessment and Decisions</i> , 2019, 5, .	0.7	30
21	Transparency of Assessment Centers: Lower Criterion-Related Validity but Greater Opportunity to Perform?. <i>Personnel Psychology</i> , 2016, 69, 467-497.	2.8	28
22	What is learned in patterning discriminations? Further tests of configural accounts of associative learning in human electrodermal conditioning. <i>Biological Psychology</i> , 2001, 56, 45-61.	2.2	24
23	Why do Situational Interviews Predict Job Performance? The Role of Interviewees' Ability to Identify Criteria. <i>Journal of Business and Psychology</i> , 2015, 30, 387-398.	4.0	23
24	A Comparison of Conventional and Technology-Mediated Selection Interviews With Regard to Interviewees' Performance, Perceptions, Strain, and Anxiety. <i>Frontiers in Psychology</i> , 2020, 11, 603632.	2.1	23
25	Prior experience can influence whether the whole is different from the sum of its parts. <i>Learning and Motivation</i> , 2005, 36, 20-41.	1.2	21
26	Individual Difference Variables and the Occurrence and Effectiveness of Faking Behavior in Interviews. <i>Frontiers in Psychology</i> , 2017, 8, 686.	2.1	21
27	Comparing elemental and configural associative theories in human causal learning: A case for attention.. <i>Journal of Experimental Psychology</i> , 2008, 34, 303-313.	1.7	20
28	Why Do Situational Interviews Predict Performance? Is it Saying How You Would Behave or Knowing How You Should Behave?. <i>Journal of Business and Psychology</i> , 2016, 31, 279-291.	4.0	20
29	Evidence for the application of rules in Pavlovian electrodermal conditioning with humans. <i>Biological Psychology</i> , 2001, 56, 151-166.	2.2	19
30	Do Assessors Have Too Much on their Plates? The Effects of Simultaneously Rating Multiple Assessment Center Candidates on Rating Quality. <i>International Journal of Selection and Assessment</i> , 2010, 18, 329-341.	2.5	19
31	Interoceptive accuracy is related to long-term stress via self-regulation. <i>Psychophysiology</i> , 2019, 56, e13429.	2.4	17
32	Do Attractiveness and Competition Influence Faking Intentions in Selection Interviews?. <i>Journal of Personnel Psychology</i> , 2018, 17, 204-208.	1.4	17
33	Configural learning in human Pavlovian conditioning: acquisition of a biconditional discrimination. <i>Biological Psychology</i> , 2002, 59, 163-168.	2.2	16
34	Extinction of conditioned inhibition through nonreinforced presentation of the inhibitor. <i>Psychonomic Bulletin and Review</i> , 2006, 13, 662-667.	2.8	16
35	Past experience influences the processing of stimulus compounds in human Pavlovian conditioning. <i>Learning and Motivation</i> , 2004, 35, 167-188.	1.2	15
36	Do within-dimension ratings in assessment centers really lead to improved construct validity?. <i>Zeitschrift Fur Personalpsychologie</i> , 2007, 6, 141-149.	0.2	15

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37	What Do Consistency and Personableness in the Interview Signal to Applicants? Investigating Indirect Effects on Organizational Attractiveness Through Symbolic Organizational Attributes. <i>Journal of Business and Psychology</i> , 2019, 34, 671-684.	4.0	15
38	Fair play? Sex, age, and job-related correlates of performance in a computer-based simulation game. <i>International Journal of Selection and Assessment</i> , 2022, 30, 48-61.	2.5	15
39	Officer Selection for the Swiss Armed Forces. <i>Swiss Journal of Psychology</i> , 2010, 69, 105-115.	0.9	15
40	A good thing takes time: The role of preparation time in asynchronous video interviews. <i>International Journal of Selection and Assessment</i> , 2021, 29, 378-392.	2.5	14
41	Job requirements for control room jobs in nuclear power plants. <i>Safety Science</i> , 2011, 49, 394-405.	4.9	13
42	The Interactive Effect of Impression Motivation and Cognitive Schema on Self-Presentation in a Personality Inventory. <i>Journal of Applied Social Psychology</i> , 2012, 42, 1932-1957.	2.0	13
43	Effects of Individual Differences on Applicant Perceptions of an Operational Assessment Center. <i>International Journal of Selection and Assessment</i> , 2014, 22, 355-370.	2.5	13
44	Why Situational Judgment Is a Missing Component in the Theory of SJTs. <i>Industrial and Organizational Psychology</i> , 2016, 9, 29-34.	0.6	13
45	The Comparator Theory Fails to Account for the Selective Role of Within-Compound Associations in Cue-Selection Effects. <i>Experimental Psychology</i> , 2006, 53, 316-320.	0.7	12
46	Assessment of Situational Demands in a Selection Interview: Reflective style or sensitivity?. <i>International Journal of Selection and Assessment</i> , 2012, 20, 475-485.	2.5	12
47	The use of technology-mediated interviews and their perception from the organization's point of view. <i>International Journal of Selection and Assessment</i> , 2021, 29, 495-502.	2.5	12
48	Faking Good and Faking Bad Among Military Conscripts. <i>Human Performance</i> , 2015, 28, 26-39.	2.4	11
49	Selling and Smooth-Talking: Effects of Interviewer Impression Management from a Signaling Perspective. <i>Frontiers in Psychology</i> , 2017, 8, 740.	2.1	10
50	It Is Not Yet Time to Dismiss Dimensions in Assessment Centers. <i>Industrial and Organizational Psychology</i> , 2008, 1, 125-127.	0.6	9
51	Representational flexibility and the challenge to elemental theories of learning: Response to commentaries. <i>Behavioural Processes</i> , 2008, 77, 451-453.	1.1	9
52	Establishing the Cross-Situational Convergence of the Ability to Identify Criteria: Consistency and Prediction Across Similar and Dissimilar Assessment Center Exercises. <i>Human Performance</i> , 2014, 27, 44-60.	2.4	9
53	An Investigation of Situational and Dispositional Antecedents of Faking Intentions in Selection Interviews. <i>Frontiers in Psychology</i> , 2020, 11, 2034.	2.1	9
54	The experimental task influences cue competition in human causal learning.. <i>Journal of Experimental Psychology</i> , 2005, 31, 477-483.	1.7	7

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55	Do overall dimension ratings from assessment centres show external construct-related validity?. European Journal of Work and Organizational Psychology, 2020, 29, 405-420.	3.7	7
56	A test of the generalizability of a recently suggested conceptual model for assessment center ratings. Human Performance, 2016, 29, 226-250.	2.4	6
57	Trade-Offs Between Assessor Team Size and Assessor Expertise in Affecting Rating Accuracy in Assessment Centers. Revista De Psicologia Del Trabajo Y De Las Organizaciones, 2013, 29, 13-20.	1.6	5
58	Identification of the targeted performance dimensions and self-promotion in interviews: investigations of uncharted waters. European Journal of Work and Organizational Psychology, 2020, 29, 728-739.	3.7	5
59	An ambulatory diary study of mobile device use, sleep, and positive mood.. International Journal of Stress Management, 2021, 28, 32-45.	1.2	5
60	Are Improvements in Assessment Center Construct-Related Validity Paralleled by Improvements in Criterion-Related Validity?. Journal of Personnel Psychology, 2014, 13, 184-193.	1.4	4
61	Is It Possible to Improve Test Takers'™ Perceptions of Ability Tests by Providing an Explanation?. Journal of Personnel Psychology, 2019, 18, 1-9.	1.4	4
62	How Different Indicator-Dimension Ratios in Assessment Center Ratings Affect Evidence for Dimension Factors. Frontiers in Psychology, 2020, 11, 459.	2.1	3
63	Qualität in der Personalauswahl. , 2017, , 57-70.		2
64	Actions define a character: Assessment centers as behavior-focused personality measures. Personnel Psychology, 2022, 75, 675-705.	2.8	1
65	The impact of reinforcement density on response differentiation in configural discrimination problems. Psychophysiology, 2002, 39, 650-656.	2.4	1