

Klaus G Melchers

List of Publications by Citations

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Version: 2024-04-28

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The third column is the impact factor (IF) of the journal, and the fourth column is the number of citations of the article.

66

papers

1,219

citations

19

h-index

31

g-index

69

ext. papers

1,477

ext. citations

2.9

avg, IF

4.65

L-index

#	Paper	IF	Citations
66	Is causal induction based on causal power? Critique of Cheng (1997). <i>Psychological Review</i> , 2000 , 107, 195-212	6.3	89
65	Stimulus coding in human associative learning: flexible representations of parts and wholes. <i>Behavioural Processes</i> , 2008 , 77, 413-27; discussion 451-3	1.6	66
64	A modified version of the unique cue theory accounts for olfactory compound processing in honeybees. <i>Learning and Memory</i> , 2003 , 10, 199-208	2.8	61
63	Situation assessment as an ignored factor in the behavioral consistency paradigm underlying the validity of personnel selection procedures. <i>Journal of Applied Psychology</i> , 2013 , 98, 326-41	7.4	57
62	A different look at why selection procedures work: The role of candidates' ability to identify criteria. <i>Organizational Psychology Review</i> , 2011 , 1, 128-146	3.5	54
61	Within-compound associations in retrospective reevaluation and in direct learning: a challenge for comparator theory. <i>Quarterly Journal of Experimental Psychology Section B: Comparative and Physiological Psychology</i> , 2004 , 57, 25-53		53
60	How and why do interviewers try to make impressions on applicants? A qualitative study. <i>Journal of Applied Psychology</i> , 2016 , 101, 313-332	7.4	47
59	Candidates' Ability to Identify Criteria in Nontransparent Selection Procedures: Evidence from an assessment center and a structured interview. <i>International Journal of Selection and Assessment</i> , 2007 , 15, 283-292	1.8	47
58	Transparency in Structured Interviews: Consequences for Construct and Criterion-Related Validity. <i>Human Performance</i> , 2008 , 21, 107-137	2.4	39
57	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. <i>European Journal of Work and Organizational Psychology</i> , 2015 , 24, 420-432	4.1	38
56	¶Know What You Want to Know¶The Impact of Interviewees' Ability to Identify Criteria on Interview Performance and Construct-Related Validity. <i>Human Performance</i> , 2009 , 22, 355-374	2.4	33
55	Responding to Personality Tests in a Selection Context: The Role of the Ability to Identify Criteria and the Ideal-Employee Factor. <i>Human Performance</i> , 2012 , 25, 273-302	2.4	32
54	IS MORE STRUCTURE REALLY BETTER? A COMPARISON OF FRAME-OF-REFERENCE TRAINING AND DESCRIPTIVELY ANCHORED RATING SCALES TO IMPROVE INTERVIEWERS' RATING QUALITY. <i>Personnel Psychology</i> , 2011 , 64, 53-87	4	30
53	EXERCISES AND DIMENSIONS ARE THE CURRENCY OF ASSESSMENT CENTERS. <i>Personnel Psychology</i> , 2011 , 64, 351-395	4	26
52	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	3.2	22
51	A review of applicant faking in selection interviews. <i>International Journal of Selection and Assessment</i> , 2020 , 28, 123-142	1.8	20
50	Prior experience can influence whether the whole is different from the sum of its parts. <i>Learning and Motivation</i> , 2005 , 36, 20-41	1.3	19

49	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?. <i>Journal of Business and Psychology</i> , 2020 , 36, 1-20	4.9	19
48	The relevance of sleep and circadian misalignment for procrastination among shift workers. <i>Journal of Occupational and Organizational Psychology</i> , 2018 , 91, 110-133	3.7	19
47	Transparency of Assessment Centers: Lower Criterion-related Validity but Greater Opportunity to Perform?. <i>Personnel Psychology</i> , 2016 , 69, 467-497	4	18
46	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	4.9	17
45	Evidence for the application of rules in Pavlovian electrodermal conditioning with humans. <i>Biological Psychology</i> , 2001 , 56, 151-66	3.2	17
44	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	4.9	17
43	Configural learning in human Pavlovian conditioning: acquisition of a biconditional discrimination. <i>Biological Psychology</i> , 2002 , 59, 163-8	3.2	15
42	Fair and Flexible?! Explanations Can Improve Applicant Reactions Toward Asynchronous Video Interviews. <i>Personnel Assessment and Decisions</i> , 2019 , 5,	1.6	15
41	Smile for the camera! The role of social presence and impression management in perceptions of technology-mediated interviews. <i>Journal of Managerial Psychology</i> , 2020 , 35, 285-299	3.3	15
40	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	4.9	15
39	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	1.8	14
38	Comparing elemental and configural associative theories in human causal learning: a case for attention. <i>Journal of Experimental Psychology</i> , 2008 , 34, 303-13		14
37	Past experience influences the processing of stimulus compounds in human Pavlovian conditioning. <i>Learning and Motivation</i> , 2004 , 35, 167-188	1.3	14
36	Individual Difference Variables and the Occurrence and Effectiveness of Faking Behavior in Interviews. <i>Frontiers in Psychology</i> , 2017 , 8, 686	3.4	13
35	Do within-dimension ratings in assessment centers really lead to improved construct validity?. <i>Zeitschrift Fur Personalpsychologie</i> , 2007 , 6, 141-149		13
34	Officer Selection for the Swiss Armed Forces. <i>Swiss Journal of Psychology</i> , 2010 , 69, 105-115	0.8	12
33	The Interactive Effect of Impression Motivation and Cognitive Schema on Self-Presentation in a Personality Inventory1. <i>Journal of Applied Social Psychology</i> , 2012 , 42, 1932-1957	2.1	11
32	Effects of Individual Differences on Applicant Perceptions of an Operational Assessment Center. <i>International Journal of Selection and Assessment</i> , 2014 , 22, 355-370	1.8	11

31	Job requirements for control room jobs in nuclear power plants. <i>Safety Science</i> , 2011 , 49, 394-405	5.8	11
30	Extinction of conditioned inhibition through nonreinforced presentation of the inhibitor. <i>Psychonomic Bulletin and Review</i> , 2006 , 13, 662-7	4.1	11
29	The comparator theory fails to account for the selective role of within-compound associations in cue-selection effects. <i>Experimental Psychology</i> , 2006 , 53, 316-20	1.5	11
28	Do Attractiveness and Competition Influence Faking Intentions in Selection Interviews?. <i>Journal of Personnel Psychology</i> , 2018 , 17, 204-208	1	11
27	Assessment of Situational Demands in a Selection Interview: Reflective style or sensitivity?. <i>International Journal of Selection and Assessment</i> , 2012 , 20, 475-485	1.8	10
26	Vom Ansehen der Arbeits- und Organisationspsychologie. <i>Zeitschrift Fur Arbeits- Und Organisationspsychologie</i> , 2005 , 49, 102-104	0.8	9
25	Messen Einstellungsinterviews das, was sie messen sollen? Zur Bedeutung der Bewerberkognitionen über bewertetes Verhalten. <i>Zeitschrift Fur Personalpsychologie</i> , 2004 , 3, 159-169		9
24	Why Situational Judgment Is a Missing Component in the Theory of SJTs. <i>Industrial and Organizational Psychology</i> , 2016 , 9, 29-34	0.5	9
23	Faking Good and Faking Bad Among Military Conscripts. <i>Human Performance</i> , 2015 , 28, 26-39	2.4	8
22	It Is Not Yet Time to Dismiss Dimensions in Assessment Centers. <i>Industrial and Organizational Psychology</i> , 2008 , 1, 125-127	0.5	8
21	Representational flexibility and the challenge to elemental theories of learning: Response to commentaries. <i>Behavioural Processes</i> , 2008 , 77, 451-453	1.6	8
20	Selling and Smooth-Talking: Effects of Interviewer Impression Management from a Signaling Perspective. <i>Frontiers in Psychology</i> , 2017 , 8, 740	3.4	7
19	The experimental task influences cue competition in human causal learning. <i>Journal of Experimental Psychology</i> , 2005 , 31, 477-83		7
18	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	4.9	6
17	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	3.4	6
16	Interoceptive accuracy is related to long-term stress via self-regulation. <i>Psychophysiology</i> , 2019 , 56, e13429	4.2	5
15	Do overall dimension ratings from assessment centres show external construct-related validity?. <i>European Journal of Work and Organizational Psychology</i> , 2020 , 29, 405-420	4.1	5
14	A test of the generalizability of a recently suggested conceptual model for assessment center ratings. <i>Human Performance</i> , 2016 , 29, 226-250	2.4	5

13	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	5
12	An Investigation of Situational and Dispositional Antecedents of Faking Intentions in Selection Interviews. <i>Frontiers in Psychology</i> , 2020 , 11, 2034	3.4	5
11	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	1.8	5
10	Der Beitrag sozialer Kompetenz zur Vorhersage beruflicher Leistung. <i>Zeitschrift Fur Arbeits- Und Organisationspsychologie</i> , 2012 , 56, 87-97	0.8	4
9	Technologie-medierte Einstellungsinterviews: Ein Überblick über Befunde und offene Fragen. <i>Gruppe Interaktion Organisation Zeitschrift Fur Angewandte Organisationspsychologie</i> , 2020 , 51, 71-79	0.8	3
8	Are Improvements in Assessment Center Construct-Related Validity Paralleled by Improvements in Criterion-Related Validity?. <i>Journal of Personnel Psychology</i> , 2014 , 13, 184-193	1	3
7	Fair play? Sex-, age-, and job-related correlates of performance in a computer-based simulation game. <i>International Journal of Selection and Assessment</i> ,	1.8	3
6	Identification of the targeted performance dimensions and self-promotion in interviews: investigations of uncharted waters. <i>European Journal of Work and Organizational Psychology</i> , 2020 , 29, 728-739	4.1	2
5	How Different Indicator-Dimension Ratios in Assessment Center Ratings Affect Evidence for Dimension Factors. <i>Frontiers in Psychology</i> , 2020 , 11, 459	3.4	2
4	The use of technology-mediated interviews and their perception from the organization's point of view. <i>International Journal of Selection and Assessment</i> ,	1.8	2
3	Is It Possible to Improve Test Takers' Perceptions of Ability Tests by Providing an Explanation?. <i>Journal of Personnel Psychology</i> , 2019 , 18, 1-9	1	1
2	Qualität in der Personalauswahl 2017 , 57-70		1
1	Trade-Offs Between Assessor Team Size and Assessor Expertise in Affecting Rating Accuracy in Assessment Centers. <i>Revista De Psicologia Del Trabajo Y De Las Organizaciones</i> , 2013 , 29, 13-20	2.9	0