

# Klaus G Melchers

## List of Publications by Year in Descending Order

**Source:** <https://exaly.com/author-pdf/9197755/klaus-g-melchers-publications-by-year.pdf>

**Version:** 2024-04-28

This document has been generated based on the publications and citations recorded by exaly.com. For the latest version of this publication list, visit the link given above.

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	A good thing takes time: The role of preparation time in asynchronous video interviews. <i>International Journal of Selection and Assessment</i> , <b>2021</b> , 29, 378	1.8	5
65	A review of applicant faking in selection interviews. <i>International Journal of Selection and Assessment</i> , <b>2020</b> , 28, 123-142	1.8	20
64	Do overall dimension ratings from assessment centres show external construct-related validity?. <i>European Journal of Work and Organizational Psychology</i> , <b>2020</b> , 29, 405-420	4.1	5
63	Identification of the targeted performance dimensions and self-promotion in interviews: investigations of uncharted waters. <i>European Journal of Work and Organizational Psychology</i> , <b>2020</b> , 29, 728-739	4.1	2
62	How Different Indicator-Dimension Ratios in Assessment Center Ratings Affect Evidence for Dimension Factors. <i>Frontiers in Psychology</i> , <b>2020</b> , 11, 459	3.4	2
61	Technologie-medierte Einstellungsinterviews: Ein Überblick über Befunde und offene Fragen. <i>Gruppe Interaktion Organisation Zeitschrift Für Angewandte Organisationspsychologie</i> , <b>2020</b> , 51, 71-79	0.8	3
60	Smile for the camera! The role of social presence and impression management in perceptions of technology-mediated interviews. <i>Journal of Managerial Psychology</i> , <b>2020</b> , 35, 285-299	3.3	15
59	An Investigation of Situational and Dispositional Antecedents of Faking Intentions in Selection Interviews. <i>Frontiers in Psychology</i> , <b>2020</b> , 11, 2034	3.4	5
58	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> , <b>2020</b> , 36, 1-20	4.9	19
57	A Comparison of Conventional and Technology-Mediated Selection Interviews With Regard to Interviewees' Performance, Perceptions, Strain, and Anxiety. <i>Frontiers in Psychology</i> , <b>2020</b> , 11, 603632	3.4	6
56	Interoceptive accuracy is related to long-term stress via self-regulation. <i>Psychophysiology</i> , <b>2019</b> , 56, e13429	4.2	5
55	Fair and Flexible?! Explanations Can Improve Applicant Reactions Toward Asynchronous Video Interviews. <i>Personnel Assessment and Decisions</i> , <b>2019</b> , 5,	1.6	15
54	Is It Possible to Improve Test Takers' Perceptions of Ability Tests by Providing an Explanation?. <i>Journal of Personnel Psychology</i> , <b>2019</b> , 18, 1-9	1	1
53	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> , <b>2019</b> , 34, 671-684	4.9	6
52	Tell Me Sweet Little Lies: How Does Faking in Interviews Affect Interview Scores and Interview Validity?. <i>Journal of Business and Psychology</i> , <b>2019</b> , 34, 107-124	4.9	17
51	Do Attractiveness and Competition Influence Faking Intentions in Selection Interviews?. <i>Journal of Personnel Psychology</i> , <b>2018</b> , 17, 204-208	1	11
50	The relevance of sleep and circadian misalignment for procrastination among shift workers. <i>Journal of Occupational and Organizational Psychology</i> , <b>2018</b> , 91, 110-133	3.7	19

49	Individual Difference Variables and the Occurrence and Effectiveness of Faking Behavior in Interviews. <i>Frontiers in Psychology</i> , <b>2017</b> , 8, 686	3.4	13
48	Selling and Smooth-Talking: Effects of Interviewer Impression Management from a Signaling Perspective. <i>Frontiers in Psychology</i> , <b>2017</b> , 8, 740	3.4	7
47	Qualität in der Personalauswahl <b>2017</b> , 57-70		1
46	How and why do interviewers try to make impressions on applicants? A qualitative study. <i>Journal of Applied Psychology</i> , <b>2016</b> , 101, 313-332	7.4	47
45	A test of the generalizability of a recently suggested conceptual model for assessment center ratings. <i>Human Performance</i> , <b>2016</b> , 29, 226-250	2.4	5
44	Transparency of Assessment Centers: Lower Criterion-related Validity but Greater Opportunity to Perform?. <i>Personnel Psychology</i> , <b>2016</b> , 69, 467-497	4	18
43	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> , <b>2016</b> , 31, 279-291	4.9	15
42	Why Situational Judgment Is a Missing Component in the Theory of SJTs. <i>Industrial and Organizational Psychology</i> , <b>2016</b> , 9, 29-34	0.5	9
41	Faking Good and Faking Bad Among Military Conscripts. <i>Human Performance</i> , <b>2015</b> , 28, 26-39	2.4	8
40	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> , <b>2015</b> , 24, 420-432	4.1	38
39	Why do Situational Interviews Predict Job Performance? The Role of Interviewees' Ability to Identify Criteria. <i>Journal of Business and Psychology</i> , <b>2015</b> , 30, 387-398	4.9	17
38	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> , <b>2014</b> , 27, 44-60	2.4	5
37	Effects of Individual Differences on Applicant Perceptions of an Operational Assessment Center. <i>International Journal of Selection and Assessment</i> , <b>2014</b> , 22, 355-370	1.8	11
36	Are Improvements in Assessment Center Construct-Related Validity Paralleled by Improvements in Criterion-Related Validity?. <i>Journal of Personnel Psychology</i> , <b>2014</b> , 13, 184-193	1	3
35	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> , <b>2013</b> , 29, 13-20	2.9	0
34	Situation assessment as an ignored factor in the behavioral consistency paradigm underlying the validity of personnel selection procedures. <i>Journal of Applied Psychology</i> , <b>2013</b> , 98, 326-41	7.4	57
33	The Interactive Effect of Impression Motivation and Cognitive Schema on Self-Presentation in a Personality Inventory1. <i>Journal of Applied Social Psychology</i> , <b>2012</b> , 42, 1932-1957	2.1	11
32	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> , <b>2012</b> , 25, 273-302	2.4	32

31	Assessment of Situational Demands in a Selection Interview: Reflective style or sensitivity?. <i>International Journal of Selection and Assessment</i> , <b>2012</b> , 20, 475-485	1.8	10
30	Der Beitrag sozialer Kompetenz zur Vorhersage beruflicher Leistung. <i>Zeitschrift Fur Arbeits- Und Organisationspsychologie</i> , <b>2012</b> , 56, 87-97	0.8	4
29	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> , <b>2011</b> , 64, 53-87	4	30
28	EXERCISES AND DIMENSIONS ARE THE CURRENCY OF ASSESSMENT CENTERS. <i>Personnel Psychology</i> , <b>2011</b> , 64, 351-395	4	26
27	Job requirements for control room jobs in nuclear power plants. <i>Safety Science</i> , <b>2011</b> , 49, 394-405	5.8	11
26	A different look at why selection procedures work: The role of candidates' ability to identify criteria. <i>Organizational Psychology Review</i> , <b>2011</b> , 1, 128-146	3.5	54
25	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> , <b>2010</b> , 18, 329-341	1.8	14
24	Officer Selection for the Swiss Armed Forces. <i>Swiss Journal of Psychology</i> , <b>2010</b> , 69, 105-115	0.8	12
23	¶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> , <b>2009</b> , 22, 355-374	2.4	33
22	It Is Not Yet Time to Dismiss Dimensions in Assessment Centers. <i>Industrial and Organizational Psychology</i> , <b>2008</b> , 1, 125-127	0.5	8
21	Representational flexibility and the challenge to elemental theories of learning: Response to commentaries. <i>Behavioural Processes</i> , <b>2008</b> , 77, 451-453	1.6	8
20	Stimulus coding in human associative learning: flexible representations of parts and wholes. <i>Behavioural Processes</i> , <b>2008</b> , 77, 413-27; discussion 451-3	1.6	66
19	Transparency in Structured Interviews: Consequences for Construct and Criterion-Related Validity. <i>Human Performance</i> , <b>2008</b> , 21, 107-137	2.4	39
18	Comparing elemental and configural associative theories in human causal learning: a case for attention. <i>Journal of Experimental Psychology</i> , <b>2008</b> , 34, 303-13		14
17	Do within-dimension ratings in assessment centers really lead to improved construct validity?. <i>Zeitschrift Fur Personalpsychologie</i> , <b>2007</b> , 6, 141-149		13
16	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> , <b>2007</b> , 15, 283-292	1.8	47
15	Extinction of conditioned inhibition through nonreinforced presentation of the inhibitor. <i>Psychonomic Bulletin and Review</i> , <b>2006</b> , 13, 662-7	4.1	11
14	The comparator theory fails to account for the selective role of within-compound associations in cue-selection effects. <i>Experimental Psychology</i> , <b>2006</b> , 53, 316-20	1.5	11

13	The experimental task influences cue competition in human causal learning. <i>Journal of Experimental Psychology</i> , <b>2005</b> , 31, 477-83		7
12	Prior experience can influence whether the whole is different from the sum of its parts. <i>Learning and Motivation</i> , <b>2005</b> , 36, 20-41	1.3	19
11	Vom Ansehen der Arbeits- und Organisationspsychologie. <i>Zeitschrift Fur Arbeits- Und Organisationspsychologie</i> , <b>2005</b> , 49, 102-104	0.8	9
10	Past experience influences the processing of stimulus compounds in human Pavlovian conditioning. <i>Learning and Motivation</i> , <b>2004</b> , 35, 167-188	1.3	14
9	Messen Einstellungsinterviews das, was sie messen sollen? Zur Bedeutung der Bewerberkognitionen über bewertetetes Verhalten. <i>Zeitschrift Fur Personalpsychologie</i> , <b>2004</b> , 3, 159-169		9
8	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> , <b>2004</b> , 57, 25-53		53
7	A modified version of the unique cue theory accounts for olfactory compound processing in honeybees. <i>Learning and Memory</i> , <b>2003</b> , 10, 199-208	2.8	61
6	Configural learning in human Pavlovian conditioning: acquisition of a biconditional discrimination. <i>Biological Psychology</i> , <b>2002</b> , 59, 163-8	3.2	15
5	What is learned in patterning discriminations? Further tests of configural accounts of associative learning in human electrodermal conditioning. <i>Biological Psychology</i> , <b>2001</b> , 56, 45-61	3.2	22
4	Evidence for the application of rules in Pavlovian electrodermal conditioning with humans. <i>Biological Psychology</i> , <b>2001</b> , 56, 151-66	3.2	17
3	Is causal induction based on causal power? Critique of Cheng (1997). <i>Psychological Review</i> , <b>2000</b> , 107, 195-212	6.3	89
2	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
1	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