

Michael A Champion

List of Publications by Year in descending order

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Version: 2024-02-01

35
papers

2,509
citations

377584

21
h-index

445137

33
g-index

39
all docs

39
docs citations

39
times ranked

1943
citing authors

#	ARTICLE	IF	CITATIONS
1	Assessing job crafting competencies to predict tradeoffs between competing outcomes. Human Resource Management, 2022, 61, 91-116.	3.5	7
2	A human capital-based framework of career, well-being, and social information reasons for managerial lateral job assignment preferences. Human Resource Management, 2022, 61, 423-447.	3.5	5
3	Structuring social media assessments in employee selection. International Journal of Selection and Assessment, 2022, 30, 330-343.	1.7	5
4	Descriptive statistics and advanced text analytics: A dual extension. Industrial and Organizational Psychology, 2021, 14, 489-492.	0.5	1
5	Competency modeling: A theoretical and empirical examination of the strategy dissemination process. Human Resource Management, 2020, 59, 291-306.	3.5	15
6	Getting social in selection: How social networking website content is perceived and used in hiring. International Journal of Selection and Assessment, 2020, 28, 1-16.	1.7	36
7	Exploring job crafting: Diagnosing and responding to the ways employees adjust their jobs. Business Horizons, 2019, 62, 625-635.	3.4	31
8	A taxonomic foundation for evidence-based research on employee performance management. European Journal of Work and Organizational Psychology, 2018, 27, 168-187.	2.2	12
9	A Role-based "resource Approach" avoidance Model of Job Crafting: A Multimethod Integration and Extension of Job Crafting Theory. Academy of Management Journal, 2018, 61, 499-522.	4.3	251
10	Using recruitment source timing and diagnosticity to enhance applicants' occupation-specific human capital.. Journal of Applied Psychology, 2017, 102, 764-781.	4.2	9
11	Getting Rid of Performance Ratings: Genius or Folly? A Debate. Industrial and Organizational Psychology, 2016, 9, 219-252.	0.5	138
12	Getting on the same page: The effect of normative feedback interventions on structured interview ratings.. Journal of Applied Psychology, 2016, 101, 757-778.	4.2	10
13	Initial investigation into computer scoring of candidate essays for personnel selection.. Journal of Applied Psychology, 2016, 101, 958-975.	4.2	74
14	Improvements in Performance Management Through the Use of 360 Feedback. Industrial and Organizational Psychology, 2015, 8, 85-93.	0.5	27
15	Selecting Null Distributions When Calculating r_{wg} . Organizational Research Methods, 2014, 17, 324-345.	5.6	26
16	Differential validity for cognitive ability tests in employment and educational settings: Not much more than range restriction?. Journal of Applied Psychology, 2014, 99, 1-20.	4.2	32
17	DOING COMPETENCIES WELL: BEST PRACTICES IN COMPETENCY MODELING. Personnel Psychology, 2011, 64, 225-262.	2.2	403
18	Expected Practices in Background Checking: Review of the Human Resource Management Literature. Employee Responsibilities and Rights Journal, 2009, 21, 231-249.	0.6	48

#	ARTICLE	IF	CITATIONS
19	Why Don't You Just Show Me? Performance interviews for skill-based promotions. <i>International Journal of Selection and Assessment</i> , 2009, 17, 203-218.	1.7	8
20	They Don't Do It Often, But They Do It Well: Exploring the relationship between applicant mental abilities and faking. <i>International Journal of Selection and Assessment</i> , 2009, 17, 271-281.	1.7	49
21	Review of Research on Age Discrimination in the Employment Interview. <i>Journal of Business and Psychology</i> , 2008, 22, 223-232.	2.5	56
22	Human resource configurations: Investigating fit with the organizational context.. <i>Journal of Applied Psychology</i> , 2008, 93, 864-882.	4.2	154
23	What you do depends on where you are: understanding how domestic and expatriate work requirements depend upon the cultural context. <i>Journal of International Business Studies</i> , 2007, 38, 64-83.	4.6	113
24	Job and Team Design. , 2006, , 428-457.		7
25	When do multiple dimensions of procedural justice predict agreement to publicly endorse your employer in recruitment advertisements?. <i>Journal of Occupational and Organizational Psychology</i> , 2005, 78, 431-452.	2.6	9
26	Predicting Counterproductive Performance Among Temporary Workers: A Note*. <i>Industrial Relations</i> , 2005, 44, 550-554.	0.9	22
27	Self-Presentation Processes in Job Analysis: A Field Experiment Investigating Inflation in Abilities, Tasks, and Competencies.. <i>Journal of Applied Psychology</i> , 2004, 89, 674-686.	4.2	80
28	MINIMIZING TRADEOFFS WHEN REDESIGNING WORK: EVIDENCE FROM A LONGITUDINAL QUASI-EXPERIMENT. <i>Personnel Psychology</i> , 2002, 55, 589-612.	2.2	101
29	UNDERSTANDING WORK USING THE OCCUPATIONAL INFORMATION NETWORK (O*NET): IMPLICATIONS FOR PRACTICE AND RESEARCH. <i>Personnel Psychology</i> , 2001, 54, 451-492.	2.2	344
30	Accuracy in job analysis: toward an inference-based model. <i>Journal of Organizational Behavior</i> , 2000, 21, 819-827.	2.9	53
31	Social and cognitive sources of potential inaccuracy in job analysis.. <i>Journal of Applied Psychology</i> , 1997, 82, 627-655.	4.2	134
32	Discovering corporate consciousness. <i>Journal of Business and Psychology</i> , 1996, 10, 389-400.	2.5	10
33	Neglected questions in job design: How people design jobs, task-job predictability, and influence of training. <i>Journal of Business and Psychology</i> , 1991, 6, 169-191.	2.5	17
34	Development and field evaluation of an interdisciplinary measure of job design.. <i>Journal of Applied Psychology</i> , 1985, 70, 29-43.	4.2	127
35	Cultivating a Leadership Pipeline: Using a Real Options Lens to Understand Executives'™ Strategic Staffing Decisions. <i>Organization Science</i> , 0, , .	3.0	0