

Michael K Mount

List of Publications by Year in descending order

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17,078
citations

159525

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7372
citing authors

#	ARTICLE	IF	CITATIONS
1	THE BIG FIVE PERSONALITY DIMENSIONS AND JOB PERFORMANCE: A META-ANALYSIS. <i>Personnel Psychology</i> , 1991, 44, 1-26.	2.2	6,204
2	Personality and Performance at the Beginning of the New Millennium: What Do We Know and Where Do We Go Next?. <i>International Journal of Selection and Assessment</i> , 2001, 9, 9-30.	1.7	1,672
3	Five-factor model of personality and job satisfaction: A meta-analysis.. <i>Journal of Applied Psychology</i> , 2002, 87, 530-541.	4.2	1,529
4	Relating member ability and personality to work-team processes and team effectiveness.. <i>Journal of Applied Psychology</i> , 1998, 83, 377-391.	4.2	1,031
5	Autonomy as a moderator of the relationships between the Big Five personality dimensions and job performance.. <i>Journal of Applied Psychology</i> , 1993, 78, 111-118.	4.2	678
6	Conscientiousness and performance of sales representatives: Test of the mediating effects of goal setting.. <i>Journal of Applied Psychology</i> , 1993, 78, 715-722.	4.2	563
7	The Theory of Purposeful Work Behavior: The Role of Personality, Higher-Order Goals, and Job Characteristics. <i>Academy of Management Review</i> , 2013, 38, 132-153.	7.4	513
8	Five-Factor Model of personality and Performance in Jobs Involving Interpersonal Interactions. <i>Human Performance</i> , 1998, 11, 145-165.	1.4	474
9	Interactive Effects of Personality and Perceptions of the Work Situation on Workplace Deviance.. <i>Journal of Applied Psychology</i> , 2004, 89, 599-609.	4.2	418
10	Effects of impression management and self-deception on the predictive validity of personality constructs.. <i>Journal of Applied Psychology</i> , 1996, 81, 261-272.	4.2	408
11	META-ANALYSIS OF THE RELATIONSHIP BETWEEN THE FIVE-FACTOR MODEL OF PERSONALITY AND HOLLAND'S OCCUPATIONAL TYPES. <i>Personnel Psychology</i> , 2003, 56, 45-74.	2.2	345
12	The interactive effects of conscientiousness and agreeableness on job performance.. <i>Journal of Applied Psychology</i> , 2002, 87, 164-169.	4.2	329
13	HIGHER-ORDER DIMENSIONS OF THE BIG FIVE PERSONALITY TRAITS AND THE BIG SIX VOCATIONAL INTEREST TYPES. <i>Personnel Psychology</i> , 2005, 58, 447-478.	2.2	313
14	Validity of observer ratings of the five-factor model of personality traits: A meta-analysis.. <i>Journal of Applied Psychology</i> , 2011, 96, 762-773.	4.2	303
15	Validity of observer ratings of the big five personality factors.. <i>Journal of Applied Psychology</i> , 1994, 79, 272-280.	4.2	258
16	Understanding the latent structure of job performance ratings.. <i>Journal of Applied Psychology</i> , 2000, 85, 956-970.	4.2	240
17	FIVE REASONS WHY THE "BIG FIVE" ARTICLE HAS BEEN FREQUENTLY CITED.. <i>Personnel Psychology</i> , 1998, 51, 849-857.	2.2	218
18	SELF-MONITORING AS A MODERATOR OF THE RELATIONSHIPS BETWEEN PERSONALITY TRAITS AND PERFORMANCE. <i>Personnel Psychology</i> , 2005, 58, 745-767.	2.2	184

#	ARTICLE	IF	CITATIONS
19	TRAIT, RATER AND LEVEL EFFECTS IN 360-DEGREE PERFORMANCE RATINGS. <i>Personnel Psychology</i> , 1998, 51, 557-576.	2.2	157
20	INCREMENTAL VALIDITY OF EMPIRICALLY KEYED BIODATA SCALES OVER GMA AND THE FIVE FACTOR PERSONALITY CONSTRUCTS. <i>Personnel Psychology</i> , 2000, 53, 299-323.	2.2	129
21	Evidence of the construct validity of developmental ratings of managerial performance.. <i>Journal of Applied Psychology</i> , 2003, 88, 50-66.	4.2	105
22	PSYCHOMETRIC PROPERTIES OF SUBORDINATE RATINGS OF MANAGERIAL PERFORMANCE. <i>Personnel Psychology</i> , 1984, 37, 687-702.	2.2	101
23	The Joint Relationship of Conscientiousness and Ability with Performance: Test of the Interaction Hypothesis. <i>Journal of Management</i> , 1999, 25, 707-721.	6.3	94
24	Person-environment congruence and employee job satisfaction: a test of Holland's theory. <i>Journal of Vocational Behavior</i> , 1978, 13, 84-100.	1.9	92
25	A meta-analysis of the relationship between general mental ability and nontask performance.. <i>Journal of Applied Psychology</i> , 2014, 99, 1222-1243.	4.2	91
26	PERSONALITY AND JOB PERFORMANCE: A CRITIQUE OF THE TETT, JACKSON, AND ROTHSTEIN (1991) META-ANALYSIS. <i>Personnel Psychology</i> , 1994, 47, 147-156.	2.2	88
27	ANTECEDENTS OF INVOLUNTARY TURNOVER DUE TO A REDUCTION IN FORCE. <i>Personnel Psychology</i> , 1994, 47, 515-535.	2.2	79
28	INCREMENTAL VALIDITY OF PERCEPTUAL SPEED AND ACCURACY OVER GENERAL MENTAL ABILITY. <i>Personnel Psychology</i> , 2008, 61, 113-139.	2.2	59
29	Why people harm the organization and its members: Relationships among personality, organizational commitment, and workplace deviance. <i>Human Performance</i> , 2016, 29, 1-15.	1.4	50
30	The two faces of high self-monitors: Chameleonic moderating effects of self-monitoring on the relationships between personality traits and counterproductive work behaviors. <i>Journal of Organizational Behavior</i> , 2014, 35, 92-111.	2.9	46
31	Gender differences in personality predictors of counterproductive behavior. <i>Journal of Managerial Psychology</i> , 2013, 28, 333-353.	1.3	32
32	Satisfaction with a performance appraisal system and appraisal discussion. <i>Journal of Organizational Behavior</i> , 1984, 5, 271-279.	2.9	31
33	EFFECTIVENESS OF PERFORMANCE APPRAISAL TRAINING USING COMPUTER ASSISTED INSTRUCTION AND BEHAVIOR MODELING. <i>Personnel Psychology</i> , 1984, 37, 439-452.	2.2	31
34	Multisource Feedback and Leaders' Goal Performance: Moderating effects of rating purpose, rater perspective, and performance dimension. <i>International Journal of Selection and Assessment</i> , 2008, 16, 121-133.	1.7	24
35	Cognitive categorization and quality of performance ratings.. <i>Journal of Applied Psychology</i> , 1987, 72, 240-246.	4.2	23
36	Are smarter people happier? Meta-analyses of the relationships between general mental ability and job and life satisfaction. <i>Journal of Vocational Behavior</i> , 2017, 99, 146-164.	1.9	22

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37	Supervisor, Self- and Subordinate Ratings of Performance and Satisfaction with Supervision. Journal of Management, 1984, 10, 305-320.	6.3	21
38	The Interactive Effect of Conscientiousness and Agreeableness on Job Performance Dimensions in South Korea. International Journal of Selection and Assessment, 2013, 21, 233-238.	1.7	20
39	Sources of Bias in Job Evaluation: A Review and Critique of Research. Journal of Social Issues, 1989, 45, 153-167.	1.9	19
40	Estimates of the dollar value of employee output in utility analyses: An empirical test of two theories.. Journal of Applied Psychology, 1992, 77, 234-250.	4.2	19
41	Concurrent validation of Holland's hexagonal model with occupational workers. Journal of Vocational Behavior, 1978, 13, 348-354.	1.9	18
42	INVESTIGATION OF BIAS IN JOB EVALUATION RATINGS OF COMPARABLE WORTH STUDY PARTICIPANTS. Personnel Psychology, 1987, 40, 85-96.	2.2	15
43	Intentional negative behaviors at work. Research in Personnel and Human Resources Management, 2008, , 247-277.	1.0	7
44	Power of the Circumplex: Incremental validity of intersection traits in predicting counterproductive work behaviors. International Journal of Selection and Assessment, 2013, 21, 322-327.	1.7	6
45	An Improved Method for Estimating Utility. Journal of Human Resource Costing and Accounting, 1996, 1, 31-42.	0.5	1
46	Managers moving on up (or out): Linking self-other agreement on leadership behaviors to succession planning and voluntary turnover. Journal of Vocational Behavior, 2019, 115, 103328.	1.9	1