Sara L Rynes

List of Publications by Year
in descending order

60 papers	12,355 citations	87401 40 h-index	150775 59 g-index
63 all docs	63 docs citations	63 times ranked	7702 citing authors

#	Article	IF	Citations
1	Corporate Social and Financial Performance: A Meta-Analysis. Organization Studies, 2003, 24, 403-441.	3.8	5,468
2	Across the Great Divide: Knowledge Creation and Transfer Between Practitioners and Academics. Academy of Management Journal, 2001, 44, 340-355.	4.3	503
3	THE IMPORTANCE OF RECRUITMENT IN JOB CHOICE: A DIFFERENT WAY OF LOOKING. Personnel Psychology, 1991, 44, 487-521.	2.2	480
4	The Very Separate Worlds of Academic and Practitioner Periodicals in Human Resource Management: Implications for Evidence-Based Management. Academy of Management Journal, 2007, 50, 987-1008.	4.3	393
5	Applicant Attraction Strategies: An Organizational Perspective. Academy of Management Review, 1990, 15, 286-310.	7.4	357
6	Personnel Psychology: Performance Evaluation and Pay for Performance. Annual Review of Psychology, 2005, 56, 571-600.	9.9	356
7	HR Professionals' beliefs about effective human resource practices: correspondence between research and practice. Human Resource Management, 2002, 41, 149-174.	3.5	342
8	The importance of pay in employee motivation: Discrepancies between what people say and what they do. Human Resource Management, 2004, 43, 381-394.	3.5	327
9	What Makes Management Research Interesting, And Why Does It Matter?. Academy of Management Journal, 2006, 49, 9-15.	4.3	326
10	What Causes a Management Article to be Cited—Article, Author, or Journal?. Academy of Management Journal, 2007, 50, 491-506.	4.3	315
11	Who Moved Our Cheese? Reclaiming Professionalism in Business Education. Academy of Management Learning and Education, 2003, 2, 189-205.	1.6	177
12	COLLEGE RECRUITING IN LARGE ORGANIZATIONS: PRACTICE, EVALUATION, AND RESEARCH IMPLICATIONS. Personnel Psychology, 1986, 39, 729-757.	2.2	164
13	INDIVIDUAL REACTIONS TO ORGANIZATIONAL RECRUITING: A REVIEW. Personnel Psychology, 1980, 33, 529-542.	2.2	157
14	Attracting Applicants in the War for Talent: Differences in Work Preferences Among High Achievers. Journal of Business and Psychology, 2002, 16, 331-345.	2.5	153
15	Recruiter and job influences on candidates for employment.. Journal of Applied Psychology, 1983, 68, 147-154.	4.2	150
16	Applicant reactions to alternative selection procedures. Journal of Business and Psychology, 1993, 7, 261-277.	2.5	146
17	EXPERIENCED HIRING VERSUS COLLEGE RECRUITING: PRACTICES AND EMERGING TRENDS. Personnel Psychology, 1997, 50, 309-339.	2.2	145
18	Role of recruitment in staffing utility analysis.. Journal of Applied Psychology, 1985, 70, 354-366.	4.2	131

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19	6‑Pay and Performance: Individuals, Groups, and Executives. Academy of Management Annals, 2009, 3, 251-315.	5.8	131
20	Recruiter Perceptions of Applicant Fit: Implications for Individual Career Preparation and Job Search Behavior. Journal of Vocational Behavior, 1993, 43, 310-327.	1.9	126
21	6‑Pay and Performance: Individuals, Groups, and Executives. Academy of Management Annals, 2009, 3, 251-315.	5.8	122
22	Editor's Afterword. Academy of Management Journal, 2007, 50, 1046-1054.	4.3	116
23	Making total quality work: Aligning organizational processes, performance measures, and stakeholders. Human Resource Management, 1991, 30, 303-333.	3.5	115
24	The role of pay and market pay variability in job application decisions. Organizational Behavior and Human Performance, 1983, 31, 353-364.	1.5	114
25	Behavioral Coursework in Business Education: Growing Evidence of a Legitimacy Crisis. Academy of Management Learning and Education, 2003, 2, 269-283.	1.6	112
26	Applicant Attraction Strategies: An Organizational Perspective. Academy of Management Review, 1990, 15, 286.	7.4	104
27	A policy-capturing investigation of the role of expectancies in decisions to pursue job alternatives.. Journal of Applied Psychology, 1983, 68, 620-631.	4.2	94
28	Organizational Staffing: Integrating Practice with Strategy. Industrial Relations, 1984, 23, 170-183.	0.9	90
29	Seven common misconceptions about human resource practices: Research findings versus practitioner beliefs. Academy of Management Perspectives, 2002, 16, 92-103.	4.3	86
30	ACADEMIC RESEARCH INSIDE ORGANIZATIONS: INPUTS, PROCESSES, AND OUTCOMES. Personnel Psychology, 1999, 52, 869-898.	2.2	76
31	Behavioral Science in the Business School Curriculum: Teaching in a Changing Institutional Environment. Academy of Management Review, 1999, 24, 808-824.	7.4	73
32	Evidence-Based Management: Foundations, Development, Controversies and Future. Annual Review of Organizational Psychology and Organizational Behavior, 2017, 4, 235-261.	5.6	67
33	The Construction and Contributions of "Implications for Practice" What's in Them and What Might They Offer?. Academy of Management Learning and Education, 2010, 9, 100-117.	1.6	54
34	WAGE SURVEYS: DISPELLING SOME MYTHS ABOUT THE "MARKET WAGE". Personnel Psychology, 1986, 39, 71-90.	2.2	51
35	Where Are We in the "Long March to Legitimacy?" Assessing Scholarship in Management Learning and Education. Academy of Management Learning and Education, 2011, 10, 561-582.	1.6	51
36	When the "Best Available Evidence" Doesn't Win: How Doubts About Science and Scientists Threaten the Future of Evidence-Based Management. Journal of Management, 2018, 44, 2995-3010.	6.3	47

#	ARTICLE	IF	CITATIONS
37	The Influence of Recruiter Characteristics and Organizational Recruitment Support on Perceived Recruiter Effectiveness: Views from Applicants and Recruiters. Human Relations, 1997, 50, 1563-1586.	3.8	46
38	Where do we Go from here?:. Journal of Management Inquiry, 2004, 13, 203-213.	2.5	44
39	Academy of Management Journal Editors' Forum. Academy of Management Journal, 2005, 48, 925-927.	4.3	43
40	â€œGetting on Boardâ€•with AMJ: Balancing Quality and Innovation in the Review Process. Academy of Management Journal, 2006, 49, 1097-1102.	4.3	39
41	Teaching Evidence-Based Management in MBA Programs: What Evidence Is There?. Academy of Management Learning and Education, 2011, 10, 222-236.	1.6	35
42	Everything You've Always Wanted to Know about<i>AMJ</i>(But May Have Been Afraid to Ask). Academy of Management Journal, 2005, 48, 732-737.	4.3	28
43	Effects of market survey rates, job evaluation, and job gender on job pay.. Journal of Applied Psychology, 1989, 74, 114-123.	4.2	26
44	Who Believes Us?. Journal of Applied Behavioral Science, The, 2005, 41, 304-325.	2.0	24
45	Teaching Evidence-Based Management in MBA Programs: What Evidence Is There?. Academy of Management Learning and Education, 2011, 10, 222-236.	1.6	24
46	From the Guest Editors: Change the World: Teach Evidence-Based Practice!. Academy of Management Learning and Education, 2014, 13, 305-321.	1.6	24
47	What Do We Teach in Organizational Behavior? An Analysis of MBA Syllabi. Journal of Management Education, 2013, 37, 447-471.	0.6	21
48	Career transitions from engineering to management: Are they predictable among students?. Journal of Vocational Behavior, 1987, 30, 138-154.	1.9	20
49	Aspirations to manage: A comparison of engineering students and working engineers. Journal of Vocational Behavior, 1988, 32, 239-253.	1.9	19
50	Itâ€™s Personal: An Exploration of Studentsâ€™ (Non)Acceptance of Management Research. Academy of Management Learning and Education, 2016, 15, 207-231.	1.6	19
51	Making the Most of the Review Process: Lessons From Award-Winning Authors. Academy of Management Journal, 2006, 49, 189-190.	4.3	16
52	Title is missing!. Human Relations, 1997, 50, 1563-1586.	3.8	15
53	The Future of Double-Blind Review in Management. Journal of Management Studies, 2007, 44, 622-627.	6.0	15
54	Afterword: To the Next 50 Years. Academy of Management Journal, 2007, 50, 1379-1383.	4.3	15

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55	Effects of Compensation Strategy on Job Pay Decision. Academy of Management Journal, 1991, 34, 86-109.	4.3	7
56	Title is missing!. Journal of Business and Psychology, 2001, 16, 3-19.	2.5	6
57	Time Flies When You're Having Fun: <i>AMJ</i>, 2005â€"2007. Academy of Management Journal, 2007, 50, 1273-1276.	4.3	6
58	Communicating with Authors. , 2008, , 56-67.		3
59	Does total quality management affect applicant perceptions of recruitment and selection processes?. Journal of Quality Management, 1996, 1, 207-225.	0.3	1
60	Scholarly Conflict in Practice. , 2016, , 65-84.		0