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	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
2	Evidence-Based Management: Foundations, Development, Controversies and Future. Annual Review of Organizational Psychology and Organizational Behavior, 2017, 4, 235-261.	5.6	67
3	It's Personal: An Exploration of Students' (Non)Acceptance of Management Research. Academy of Management Learning and Education, 2016, 15, 207-231.	1.6	19
4	Scholarly Conflict in Practice. , 2016, , 65-84.		0
5	From the Guest Editors: Change the World: Teach Evidence-Based Practice!. Academy of Management Learning and Education, 2014, 13, 305-321.	1.6	24
6	What Do We Teach in Organizational Behavior? An Analysis of MBA Syllabi. Journal of Management Education, 2013, 37, 447-471.	0.6	21
7	Teaching Evidence-Based Management in MBA Programs: What Evidence Is There?. Academy of Management Learning and Education, 2011, 10, 222-236.	1.6	24
8	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
9	Teaching Evidence-Based Management in MBA Programs: What Evidence Is There?. Academy of Management Learning and Education, 2011, 10, 222-236.	1.6	35
10	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
11	6 Pay and Performance: Individuals, Groups, and Executives. Academy of Management Annals, 2009, 3, 251-315.	5.8	122
12	6 Pay and Performance: Individuals, Groups, and Executives. Academy of Management Annals, 2009, 3, 251-315.	5.8	131
13	Communicating with Authors. , 2008, , 56-67.		3
14	What Causes a Management Article to be Cited—Article, Author, or Journal?. Academy of Management Journal, 2007, 50, 491-506.	4.3	315
15	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
16	The Future of Double-Blind Review in Management. Journal of Management Studies, 2007, 44, 622-627.	6.0	15
17	Editor's Afterword. Academy of Management Journal, 2007, 50, 1046-1054.	4.3	116
18	Time Flies When You're Having Fun: *AMJ*, 2005–2007. Academy of Management Journal, 2007, 50, 1273-1276.	4.3	6

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19	Afterword: To the Next 50 Years. Academy of Management Journal, 2007, 50, 1379-1383.	4.3	15
20	Making the Most of the Review Process: Lessons From Award-Winning Authors. Academy of Management Journal, 2006, 49, 189-190.	4.3	16
21	What Makes Management Research Interesting, And Why Does It Matter?. Academy of Management Journal, 2006, 49, 9-15.	4.3	326
22	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
23	Everything You've Always Wanted to Know about *AMJ* (But May Have Been Afraid to Ask). Academy of Management Journal, 2005, 48, 732-737.	4.3	28
24	Who Believes Us?. Journal of Applied Behavioral Science, The, 2005, 41, 304-325.	2.0	24
25	Personnel Psychology: Performance Evaluation and Pay for Performance. Annual Review of Psychology, 2005, 56, 571-600.	9.9	356
26	Academy of Management Journal Editors' Forum. Academy of Management Journal, 2005, 48, 925-927.	4.3	43
27	Where do we Go from here?:. Journal of Management Inquiry, 2004, 13, 203-213.	2.5	44
28	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
29	Corporate Social and Financial Performance: A Meta-Analysis. Organization Studies, 2003, 24, 403-441.	3.8	5,468
30	Who Moved Our Cheese? Reclaiming Professionalism in Business Education. Academy of Management Learning and Education, 2003, 2, 189-205.	1.6	177
31	Behavioral Coursework in Business Education: Growing Evidence of a Legitimacy Crisis. Academy of Management Learning and Education, 2003, 2, 269-283.	1.6	112
32	Seven common misconceptions about human resource practices: Research findings versus practitioner beliefs. Academy of Management Perspectives, 2002, 16, 92-103.	4.3	86
33	HR Professionals' beliefs about effective human resource practices: correspondence between research and practice. Human Resource Management, 2002, 41, 149-174.	3.5	342
34	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
35	Across the Great Divide: Knowledge Creation and Transfer Between Practitioners and Academics. Academy of Management Journal, 2001, 44, 340-355.	4.3	503
36	Title is missing!. Journal of Business and Psychology, 2001, 16, 3-19.	2.5	6

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37	Behavioral Science in the Business School Curriculum: Teaching in a Changing Institutional Environment. Academy of Management Review, 1999, 24, 808-824.	7.4	73
38	ACADEMIC RESEARCH INSIDE ORGANIZATIONS: INPUTS, PROCESSES, AND OUTCOMES. Personnel Psychology, 1999, 52, 869-898.	2.2	76
39	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
40	EXPERIENCED HIRING VERSUS COLLEGE RECRUITING: PRACTICES AND EMERGING TRENDS. Personnel Psychology, 1997, 50, 309-339.	2.2	145
41	Title is missing!. Human Relations, 1997, 50, 1563-1586.	3.8	15
42	Does total quality management affect applicant perceptions of recruitment and selection processes?. Journal of Quality Management, 1996, 1, 207-225.	0.3	1
43	Applicant reactions to alternative selection procedures. Journal of Business and Psychology, 1993, 7, 261-277.	2.5	146
44	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
45	Making total quality work: Aligning organizational processes, performance measures, and stakeholders. Human Resource Management, 1991, 30, 303-333.	3.5	115
46	THE IMPORTANCE OF RECRUITMENT IN JOB CHOICE: A DIFFERENT WAY OF LOOKING. Personnel Psychology, 1991, 44, 487-521.	2.2	480
47	Effects of Compensation Strategy on Job Pay Decision. Academy of Management Journal, 1991, 34, 86-109.	4.3	7
48	Applicant Attraction Strategies: An Organizational Perspective. Academy of Management Review, 1990, 15, 286-310.	7.4	357
49	Applicant Attraction Strategies: An Organizational Perspective. Academy of Management Review, 1990, 15, 286.	7.4	104
50	Effects of market survey rates, job evaluation, and job gender on job pay.. Journal of Applied Psychology, 1989, 74, 114-123.	4.2	26
51	Aspirations to manage: A comparison of engineering students and working engineers. Journal of Vocational Behavior, 1988, 32, 239-253.	1.9	19
52	Career transitions from engineering to management: Are they predictable among students?. Journal of Vocational Behavior, 1987, 30, 138-154.	1.9	20
53	WAGE SURVEYS: DISPELLING SOME MYTHS ABOUT THE "MARKET WAGE". Personnel Psychology, 1986, 39, 71-90.	2.2	51
54	COLLEGE RECRUITING IN LARGE ORGANIZATIONS: PRACTICE, EVALUATION, AND RESEARCH IMPLICATIONS. Personnel Psychology, 1986, 39, 729-757.	2.2	164

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55	Role of recruitment in staffing utility analysis.. Journal of Applied Psychology, 1985, 70, 354-366.	4.2	131
56	Organizational Staffing: Integrating Practice with Strategy. Industrial Relations, 1984, 23, 170-183.	0.9	90
57	The role of pay and market pay variability in job application decisions. Organizational Behavior and Human Performance, 1983, 31, 353-364.	1.5	114
58	Recruiter and job influences on candidates for employment.. Journal of Applied Psychology, 1983, 68, 147-154.	4.2	150
59	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
60	INDIVIDUAL REACTIONS TO ORGANIZATIONAL RECRUITING: A REVIEW. Personnel Psychology, 1980, 33, 529-542.	2.2	157