

# Neil Anderson

## List of Publications by Year in descending order

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Version: 2024-02-01

56  
papers

8,589  
citations

126907

33  
h-index

189892

50  
g-index

70  
all docs

70  
docs citations

70  
times ranked

5063  
citing authors

#	ARTICLE	IF	CITATIONS
1	Innovation and Creativity in Organizations. <i>Journal of Management</i> , 2014, 40, 1297-1333.	9.3	2,013
2	Team-level predictors of innovation at work: A comprehensive meta-analysis spanning three decades of research.. <i>Journal of Applied Psychology</i> , 2009, 94, 1128-1145.	5.3	1,119
3	The routinization of innovation research: a constructively critical review of the state-of-the-science. <i>Journal of Organizational Behavior</i> , 2004, 25, 147-173.	4.7	775
4	A Dialectic Perspective on Innovation: Conflicting Demands, Multiple Pathways, and Ambidexterity. <i>Industrial and Organizational Psychology</i> , 2009, 2, 305-337.	0.6	393
5	The Power of Momentum: A New Model of Dynamic Relationships between Job Satisfaction Change and Turnover Intentions. <i>Academy of Management Journal</i> , 2011, 54, 159-181.	6.3	329
6	The practitioner-researcher divide in Industrial, Work and Organizational (IWO) psychology: Where are we now, and where do we go from here?. <i>Journal of Occupational and Organizational Psychology</i> , 2001, 74, 391-411.	4.5	328
7	A Meta-Analytic Study of General Mental Ability Validity for Different Occupations in the European Community.. <i>Journal of Applied Psychology</i> , 2003, 88, 1068-1081.	5.3	257
8	The team climate inventory: Development of the tci and its applications in teambuilding for innovativeness. <i>European Journal of Work and Organizational Psychology</i> , 1996, 5, 53-66.	3.7	237
9	Applicant Reactions in Selection: Comprehensive meta-analysis into reaction generalization versus situational specificity. <i>International Journal of Selection and Assessment</i> , 2010, 18, 291-304.	2.5	218
10	Re-aligning the Stakeholders in Management Research: Lessons from Industrial, Work and Organizational Psychology. <i>British Journal of Management</i> , 2001, 12, S41-S48.	5.0	187
11	Applicant and Recruiter Reactions to New Technology in Selection: A Critical Review and Agenda for Future Research. <i>International Journal of Selection and Assessment</i> , 2003, 11, 121-136.	2.5	186
12	INTERNATIONAL VALIDITY GENERALIZATION OF GMA AND COGNITIVE ABILITIES: A EUROPEAN COMMUNITY META-ANALYSIS. <i>Personnel Psychology</i> , 2003, 56, 573-605.	2.8	180
13	Organizational socialization. <i>Journal of Managerial Psychology</i> , 2006, 21, 492-516.	2.2	180
14	Changes in newcomers' psychological contracts during organizational socialization: a study of recruits entering the British Army. <i>Journal of Organizational Behavior</i> , 1998, 19, 745-767.	4.7	179
15	Changes in person-organization fit: The impact of socialization tactics on perceived and actual person-organization fit. <i>European Journal of Work and Organizational Psychology</i> , 2004, 13, 52-78.	3.7	158
16	The predictive validity of cognitive ability tests: A UK meta-analysis. <i>Journal of Occupational and Organizational Psychology</i> , 2005, 78, 387-409.	4.5	145
17	Newcomer adjustment: The relationship between organizational socialization tactics, information acquisition and attitudes. <i>Journal of Occupational and Organizational Psychology</i> , 2002, 75, 423-437.	4.5	144
18	Innovative work behavior and personality traits. <i>Journal of Managerial Psychology</i> , 2018, 33, 29-42.	2.2	131

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19	Changes in newcomers' psychological contracts during organizational socialization: a study of recruits entering the British Army. <i>Journal of Organizational Behavior</i> , 1998, 19, 745-767.	4.7	130
20	Measuring trust in teams: Development and validation of a multifaceted measure of formative and reflective indicators of team trust. <i>European Journal of Work and Organizational Psychology</i> , 2011, 20, 119-154.	3.7	124
21	Recent trends and challenges in personnel selection. <i>Personnel Review</i> , 2002, 31, 580-601.	2.7	107
22	The validity of ipsative and quasi-ipsative forced-choice personality inventories for different occupational groups: A comprehensive meta-analysis. <i>Journal of Occupational and Organizational Psychology</i> , 2015, 88, 797-834.	4.5	106
23	Organizational Socialization: A Field Study into Socialization Success and Rate. <i>International Journal of Selection and Assessment</i> , 2005, 13, 116-128.	2.5	76
24	Fairness Reactions to Personnel Selection Methods: An international comparison between the Netherlands, the United States, France, Spain, Portugal, and Singapore. <i>International Journal of Selection and Assessment</i> , 2008, 16, 1-13.	2.5	75
25	Future Perspectives on Employee Selection: Key Directions for Future Research and Practice. <i>Applied Psychology</i> , 2004, 53, 487-501.	7.1	74
26	A construct-driven investigation of gender differences in a leadership-role assessment center.. <i>Journal of Applied Psychology</i> , 2006, 91, 555-566.	5.3	64
27	A constructively critical review of change and innovation-related concepts: towards conceptual and operational clarity. <i>European Journal of Work and Organizational Psychology</i> , 2016, 25, 481-494.	3.7	58
28	Organizational innovation in the UK: A case study of perceptions and processes. <i>Work and Stress</i> , 1991, 5, 331-339.	4.5	51
29	The practitioner-researcher divide revisited: Strategic-level bridges and the roles of IWO psychologists. <i>Journal of Occupational and Organizational Psychology</i> , 2007, 80, 175-183.	4.5	51
30	Innovation, cultural values, and the management of change in British hospitals. <i>Work and Stress</i> , 1992, 6, 293-310.	4.5	48
31	Measuring person-team fit: development and validation of the team selection inventory. <i>Journal of Managerial Psychology</i> , 2004, 19, 406-426.	2.2	44
32	Extending and Refining the Dialectic Perspective on Innovation: There Is Nothing as Practical as a Good Theory; Nothing as Theoretical as a Good Practice. <i>Industrial and Organizational Psychology</i> , 2009, 2, 363-373.	0.6	35
33	The people make the paradigm. <i>Journal of Organizational Behavior</i> , 1998, 19, 323-328.	4.7	33
34	Cognitive and GMA Testing in the European Community: Issues and Evidence. <i>Human Performance</i> , 2002, 15, 75-96.	2.4	29
35	An evaluation of gender differences on the Belbin Team Role Self-Perception Inventory. <i>Journal of Occupational and Organizational Psychology</i> , 2004, 77, 429-437.	4.5	23
36	Managing Innovation in Organisations. <i>Leadership and Organization Development Journal</i> , 1991, 12, 17-21.	3.0	21

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37	Corrections for criterion reliability in validity generalization: The consistency of Hermes, the utility of Midas. <i>Revista De Psicologia Del Trabajo Y De Las Organizaciones</i> , 2016, 32, 17-23.	1.6	20
38	The construct validity of three entry level personality inventories used in the UK: cautionary findings from a multipleâ€inventory investigation. <i>European Journal of Personality</i> , 2003, 17, S39-S66.	3.1	19
39	Assessing Innovation: A 360â€degree appraisal study. <i>International Journal of Selection and Assessment</i> , 2012, 20, 497-509.	2.5	19
40	Innovation in Gruppen und Teams. , 2013, , 175-191.		13
41	Studying innovation in organizations: a dialectic perspectiveâ€introduction to the special issue. <i>European Journal of Work and Organizational Psychology</i> , 2016, 25, 477-480.	3.7	11
42	Title is missing!. <i>Human Relations</i> , 1999, 52, 1115-1131.	5.4	10
43	More Than Peaks and Valleys: Introduction to the Special Issue on Typical and Maximum Performance. <i>Human Performance</i> , 2007, 20, 173-178.	2.4	7
44	Innovation and Creativity in Project Teams. <i>Management for Professionals</i> , 2015, , 233-247.	0.5	7
45	Equivalence and predictive validity of paperâ€andâ€pencil and computerized adaptive formats of the Differential Aptitude Tests. <i>Journal of Occupational and Organizational Psychology</i> , 1998, 71, 205-217.	4.5	6
46	Sustainability and Industrial, Work, and Organizational Psychology: Globalization, Contribution, and Psychological Sustainability. <i>Industrial and Organizational Psychology</i> , 2012, 5, 487-490.	0.6	6
47	Advances in Selection and Assessment: A Peer Commentary on Kandola, Sparrow, Bartram, Kline, Fletcher and Herriot. <i>International Journal of Selection and Assessment</i> , 1995, 3, 157-161.	2.5	4
48	Perceived Job Discrimination: Going beyond a science of mean effects. <i>International Journal of Selection and Assessment</i> , 2011, 19, 258-261.	2.5	2
49	Handbook of Industrial, Work and Organizational Psychology: Some Reflections on Gorriti's Review. <i>International Journal of Selection and Assessment</i> , 2004, 12, 375-377.	2.5	1
50	Innovation und KreativitÃt in Projekten. , 2018, , 249-266.		1
51	The people make the paradigm. <i>Journal of Organizational Behavior</i> , 1998, 19, 323-328.	4.7	1
52	Innovationsorientierte Personalauswahl. , 2013, , 155-173.		1
53	Human Resource Management Group, University of Nottingham, UK. <i>International Journal of Selection and Assessment</i> , 1995, 3, 62-66.	2.5	0
54	Occupational Psychology, Overview. , 2004, , 689-697.		0

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55	Das VerhÄltnis zwischen Praxis und Forschung in der Personalauswahl: WeiÃ die linke Hand, was die rechte tut?. , 2017, , 1-29.		0
56	Innovationsorientierte Personalauswahl. , 2017, , 301-319.		0