

# Ann Marie Ryan

## List of Publications by Year in descending order

Source: <https://exaly.com/author-pdf/2235609/publications.pdf>

Version: 2024-02-01

57  
papers

1,844  
citations

331670

21  
h-index

289244

40  
g-index

60  
all docs

60  
docs citations

60  
times ranked

1619  
citing authors

#	ARTICLE	IF	CITATIONS
1	Work-life policy implementation: Breaking down or creating barriers to inclusiveness?. Human Resource Management, 2008, 47, 295-310.	5.8	228
2	A Century of Selection. Annual Review of Psychology, 2014, 65, 693-717.	17.7	142
3	Psychological Contracts and Counterproductive Work Behaviors: Employee Responses to Transactional and Relational Breach. Journal of Business and Psychology, 2010, 25, 555-568.	4.0	131
4	The evolution and future of diversity at work.. Journal of Applied Psychology, 2017, 102, 483-499.	5.3	127
5	Multiple categorization in resume screening: Examining effects on hiring discrimination against Arab applicants in field and lab settings. Journal of Organizational Behavior, 2012, 33, 544-570.	4.7	96
6	Stereotype Threat in Organizations: Implications for Equity and Performance. Annual Review of Organizational Psychology and Organizational Behavior, 2015, 2, 523-550.	9.9	84
7	Religious Discrimination in the Workplace: A Review and Examination of Current and Future Trends. Journal of Business and Psychology, 2013, 28, 439-454.	4.0	77
8	Attracting and selecting: What psychological research tells us. Human Resource Management, 2004, 43, 305-318.	5.8	73
9	BEYOND PERSONALITY TRAITS: A STUDY OF PERSONALITY STATES AND SITUATIONAL CONTINGENCIES IN CUSTOMER SERVICE JOBS. Personnel Psychology, 2011, 64, 451-488.	2.8	69
10	Effects of the terrorist attacks of 9/11/01 on employee attitudes.. Journal of Applied Psychology, 2003, 88, 647-659.	5.3	60
11	Sexual orientation harassment in the workplace: When do observers intervene?. Journal of Organizational Behavior, 2012, 33, 488-509.	4.7	49
12	Not much more than platitudes? A critical look at the utility of applicant reactions research. Human Resource Management Review, 2008, 18, 119-132.	4.8	46
13	Leadership During Crisis: An Examination of Supervisory Leadership Behavior and Gender During COVID-19. Journal of Leadership and Organizational Studies, 2022, 29, 190-207.	4.0	43
14	Managing a perilous stigma: Ex-offenders' use of reparative impression management tactics in hiring contexts.. Journal of Applied Psychology, 2017, 102, 1271-1285.	5.3	40
15	Voice resilience: Fostering future voice after non-endorsement of suggestions. Journal of Occupational and Organizational Psychology, 2019, 92, 535-565.	4.5	36
16	Examining wellness programs over time: Predicting participation and workplace outcomes.. Journal of Occupational Health Psychology, 2019, 24, 163-179.	3.3	34
17	HYPOTHESIZING DIFFERENTIAL ITEM FUNCTIONING IN GLOBAL EMPLOYEE OPINION SURVEYS. Personnel Psychology, 2000, 53, 531-562.	2.8	31
18	Designing and implementing global staffing systems: Part II?Best practices. Human Resource Management, 2003, 42, 85-94.	5.8	28

#	ARTICLE	IF	CITATIONS
19	The long road to employment: Incivility experienced by job seekers.. Journal of Applied Psychology, 2016, 101, 333-349.	5.3	28
20	Culture and vocational interests: The moderating role of collectivism and gender egalitarianism.. Journal of Counseling Psychology, 2013, 60, 569-581.	2.0	27
21	Whatâ€™s in it for you? Demographics and self-interest perceptions in diversity promotion.. Journal of Applied Psychology, 2020, 105, 1062-1072.	5.3	26
22	Going Global: Cultural Values and Perceptions of Selection Procedures. Applied Psychology, 2009, 58, 520-556.	7.1	22
23	Strategies of job seekers related to age-related stereotypes. Journal of Managerial Psychology, 2014, 29, 1009-1027.	2.2	20
24	Personality Homogeneity in Organizations and Occupations: Considering Similarity Sources. Journal of Business and Psychology, 2017, 32, 641-653.	4.0	20
25	Applicant Reactions to Rejection. Journal of Personnel Psychology, 2011, 10, 146-156.	1.4	20
26	Applying models of employee identity management across cultures: Christianity in the USA and South Korea. Journal of Organizational Behavior, 2014, 35, 678-704.	4.7	17
27	Managing boundaries between work and nonâ€™work domains: Personality and job characteristics and adopted style. Journal of Occupational and Organizational Psychology, 2021, 94, 132-159.	4.5	17
28	Reacting to Applicant Perspectives Research: What's next?. International Journal of Selection and Assessment, 2009, 17, 431-437.	2.5	16
29	Religious harassment in the workplace: An examination of observer intervention. Journal of Organizational Behavior, 2016, 37, 279-306.	4.7	16
30	Mobile Internet Testing: An analysis of equivalence, individual differences, and reactions. International Journal of Selection and Assessment, 2015, 23, 382-394.	2.5	15
31	Is policing becoming a tainted profession? Media, public perceptions, and implications. Journal of Organizational Behavior, 2020, 41, 606-621.	4.7	15
32	Should Women Applicants â€™Man Upâ€™ for Traditionally Masculine Fields? Effectiveness of Two Verbal Identity Management Strategies. Psychology of Women Quarterly, 2015, 39, 243-255.	2.0	14
33	It is your fault: workplace consequences of anti-Asian stigma during COVID-19. Equality, Diversity and Inclusion, 2022, 41, 3-18.	1.4	14
34	The effects of culture and gender on perceived self-other similarity in personality. Journal of Research in Personality, 2014, 53, 13-21.	1.7	12
35	Culture and Testing Practices: Is the World Flat?. Applied Psychology, 2017, 66, 434-467.	7.1	10
36	In the eye of the beholder: Considering culture in assessing the social desirability of personality.. Journal of Applied Psychology, 2021, 106, 452-466.	5.3	10

#	ARTICLE	IF	CITATIONS
37	Organizational Psychology1 and the Tipping Point of Professional Identity. <i>Industrial and Organizational Psychology</i> , 2010, 3, 241-258.	0.6	9
38	Supportive When Not Supported? Male Responses to Negative Climates for Women. <i>Sex Roles</i> , 2012, 66, 94-104.	2.4	9
39	Highlighting Tensions in Recruitment and Selection Research and Practice. <i>International Journal of Selection and Assessment</i> , 2016, 24, 54-62.	2.5	9
40	Reducing ethnic discrimination in resume-screening: a test of two training interventions. <i>European Journal of Work and Organizational Psychology</i> , 2021, 30, 225-239.	3.7	9
41	Rethinking the association between extraversion and job satisfaction: The role of interpersonal job context. <i>Journal of Occupational and Organizational Psychology</i> , 2016, 89, 683-691.	4.5	8
42	Working parent friendly schools: the role of school instrumental support in workâ€‘family conflict. <i>Community, Work and Family</i> , 2013, 16, 164-190.	2.2	7
43	Publication bias and stereotype threat research: A reply to Zigerell.. <i>Journal of Applied Psychology</i> , 2017, 102, 1169-1177.	5.3	7
44	Reducing Prejudice Within Community-Based Organizations. <i>Journal of Community Practice</i> , 2016, 24, 182-204.	1.1	6
45	Using Biodata and Situational Judgment Inventories across Cultural Groups. <i>International Journal of Testing</i> , 2017, 17, 210-233.	0.3	6
46	Effects of <i>g</i> â€‘loading and Time Lag on Retesting in Job Selection. <i>International Journal of Selection and Assessment</i> , 2016, 24, 324-336.	2.5	4
47	Does Intentionality Matter? An Exploration of Discrimination With Ambiguous Intent. <i>Industrial and Organizational Psychology</i> , 2017, 10, 77-82.	0.6	4
48	Improving Graduate-School Admissions by Expanding Rather Than Eliminating Predictors. <i>Perspectives on Psychological Science</i> , 2023, 18, 54-60.	9.0	4
49	The Role of Person Characteristics in Perceptions of the Validity of Cognitive Ability Testing. <i>International Journal of Selection and Assessment</i> , 2012, 20, 53-64.	2.5	3
50	Social identity management strategies of women in STEM fields. <i>Journal of Occupational and Organizational Psychology</i> , 2020, 93, 245-272.	4.5	3
51	Performance on Video-Based Situational Judgment Test Items: Simulated Interracial Interactions. <i>Journal of Business and Psychology</i> , 2021, 36, 693-711.	4.0	3
52	Policing is not for me: repelling factors implicated in vocational choice elimination. <i>Policing and Society</i> , 2023, 33, 32-50.	2.5	3
53	Sexual orientation harassment in the workplace: When do observers intervene?. <i>Journal of Organizational Behavior</i> , 2012, 33, 510-511.	4.7	2
54	Culture as a determinant of option choice in a situational judgement test: A new look. <i>Journal of Occupational and Organizational Psychology</i> , 2019, 92, 330-351.	4.5	2

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55	A Profession Awry or Poised for the Future? Work Psychology and Professional Identity. <i>Industrial and Organizational Psychology</i> , 2010, 3, 300-304.	0.6	1
56	Should more senior workers be better citizens? Expectations of helping and civic virtue related to seniority. <i>SpringerPlus</i> , 2016, 5, 1687.	1.2	1
57	Is It Complicated? Validity of Personality Interactions for Predicting Performance. <i>Personnel Assessment and Decisions</i> , 2020, 6, .	0.7	0