

Barry Gerhart

List of Publications by Year in descending order

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Version: 2024-02-01

54
papers

7,426
citations

101543

36
h-index

182427

51
g-index

57
all docs

57
docs citations

57
times ranked

3633
citing authors

#	ARTICLE	IF	CITATIONS
1	THE IMPORTANCE OF RECRUITMENT IN JOB CHOICE: A DIFFERENT WAY OF LOOKING. <i>Personnel Psychology</i> , 1991, 44, 487-521.	2.8	480
2	MEASUREMENT ERROR IN RESEARCH ON HUMAN RESOURCES and FIRM PERFORMANCE: HOW MUCH ERROR IS THERE AND HOW DOES IT INFLUENCE EFFECT SIZE ESTIMATES?. <i>Personnel Psychology</i> , 2000, 53, 803-834.	2.8	468
3	ORGANIZATIONAL DIFFERENCES IN MANAGERIAL COMPENSATION AND FINANCIAL PERFORMANCE.. <i>Academy of Management Journal</i> , 1990, 33, 663-691.	6.3	462
4	The Impact of Human Resource Management on Organizational Performance: Progress and Prospects. <i>Academy of Management Journal</i> , 1996, 39, 779-801.	6.3	449
5	<i>Personnel Psychology: Performance Evaluation and Pay for Performance. Annual Review of Psychology</i> , 2005, 56, 571-600.	17.7	356
6	The importance of pay in employee motivation: Discrepancies between what people say and what they do. <i>Human Resource Management</i> , 2004, 43, 381-394.	5.8	327
7	Voluntary turnover and job performance: Curvilinearity and the moderating influences of salary growth and promotions.. <i>Journal of Applied Psychology</i> , 1997, 82, 44-61.	5.3	297
8	ARE THE 100 BEST BETTER? AN EMPIRICAL INVESTIGATION OF THE RELATIONSHIP BETWEEN BEING A "GREAT PLACE TO WORK" AND FIRM PERFORMANCE. <i>Personnel Psychology</i> , 2003, 56, 965-993.	2.8	290
9	INTERVIEWER ASSESSMENTS OF APPLICANT "FIT": AN EXPLORATORY INVESTIGATION. <i>Personnel Psychology</i> , 1990, 43, 13-35.	2.8	228
10	National culture and human resource management: assumptions and evidence. <i>International Journal of Human Resource Management</i> , 2005, 16, 971-986.	5.3	223
11	Voluntary turnover and alternative job opportunities.. <i>Journal of Applied Psychology</i> , 1990, 75, 467-476.	5.3	219
12	Pay, Intrinsic Motivation, Extrinsic Motivation, Performance, and Creativity in the Workplace: Revisiting Long-Held Beliefs. <i>Annual Review of Organizational Psychology and Organizational Behavior</i> , 2015, 2, 489-521.	9.9	194
13	MEASUREMENT ERROR IN RESEARCH ON HUMAN RESOURCES AND FIRM PERFORMANCE: ADDITIONAL DATA AND SUGGESTIONS FOR FUTURE RESEARCH. <i>Personnel Psychology</i> , 2001, 54, 875-901.	2.8	193
14	How important are dispositional factors as determinants of job satisfaction? Implications for job design and other personnel programs.. <i>Journal of Applied Psychology</i> , 1987, 72, 366-373.	5.3	192
15	Agency Theory Revisited: CEO Return and Shareholder Interest Alignment. <i>Academy of Management Journal</i> , 2010, 53, 1029-1049.	6.3	190
16	Comparing Line and HR Executives' Perceptions of HR Effectiveness: Services, Roles, and Contributions. <i>Human Resource Management</i> , 2001, 40, 111-123.	5.8	187
17	MEASUREMENT ERROR IN RESEARCH ON THE HUMAN RESOURCES AND FIRM PERFORMANCE RELATIONSHIP: FURTHER EVIDENCE AND ANALYSIS. <i>Personnel Psychology</i> , 2000, 53, 855-872.	2.8	181
18	Determinants and consequences of salary negotiations by male and female MBA graduates.. <i>Journal of Applied Psychology</i> , 1991, 76, 256-262.	5.3	178

#	ARTICLE	IF	CITATIONS
19	Pay for (individual) performance: Issues, claims, evidence and the role of sorting effects. <i>Human Resource Management Review</i> , 2014, 24, 41-52.	4.8	157
20	Reconsidering Pay Dispersion's Effect on the Performance of Interdependent Work: Reconciling Sorting and Pay Inequality. <i>Academy of Management Journal</i> , 2012, 55, 585-610.	6.3	154
21	Promise and peril in implementing pay-for-performance. <i>Human Resource Management</i> , 2004, 43, 3-48.	5.8	149
22	UNDERSTANDING VOLUNTARY TURNOVER: PATH-SPECIFIC JOB SATISFACTION EFFECTS AND THE IMPORTANCE OF UNSOLICITED JOB OFFERS.. <i>Academy of Management Journal</i> , 2008, 51, 651-671.	6.3	146
23	A meta-analysis of country differences in the high-performance work systemâ€“business performance relationship: The roles of national culture and managerial discretion.. <i>Journal of Applied Psychology</i> , 2014, 99, 1011-1041.	5.3	134
24	â€“Pay and Performance: Individuals, Groups, and Executives. <i>Academy of Management Annals</i> , 2009, 3, 251-315.	9.6	131
25	Understanding Voluntary Turnover: Path-Specific Job Satisfaction Effects and The Importance of Unsolicited Job Offers. <i>Academy of Management Journal</i> , 2008, 51, 651-671.	6.3	130
26	Recruiter Perceptions of Applicant Fit: Implications for Individual Career Preparation and Job Search Behavior. <i>Journal of Vocational Behavior</i> , 1993, 43, 310-327.	3.4	126
27	Does pay for performance diminish intrinsic interest?. <i>International Journal of Human Resource Management</i> , 2012, 23, 1176-1196.	5.3	125
28	â€“Pay and Performance: Individuals, Groups, and Executives. <i>Academy of Management Annals</i> , 2009, 3, 251-315.	9.6	122
29	How Much Does National Culture Constrain Organizational Culture?. <i>Management and Organization Review</i> , 2009, 5, 241-259.	2.1	121
30	Gender Differences in Current and Starting Salaries: The Role of Performance, College Major, and Job Title. <i>ILR Review</i> , 1990, 43, 418-433.	2.3	116
31	IS IT WORTH IT TO WIN THE TALENT WAR? EVALUATING THE UTILITY OF PERFORMANCE-BASED PAY. <i>Personnel Psychology</i> , 2003, 56, 997-1035.	2.8	95
32	Gender Differences in Current and Starting Salaries: The Role of Performance, College Major, and Job Title. <i>ILR Review</i> , 1990, 43, 418.	2.3	75
33	Sources of variance in incumbent perceptions of job complexity.. <i>Journal of Applied Psychology</i> , 1988, 73, 154-162.	5.3	70
34	The Resource-Based View of the Firm, Human Resources, and Human Capital: Progress and Prospects. <i>Journal of Management</i> , 2021, 47, 1796-1819.	9.3	59
35	The effects of research and development intensity on managerial compensation in large organizations. <i>Journal of High Technology Management Research</i> , 1991, 2, 133-150.	4.9	56
36	Organizational Differences in Managerial Compensation and Financial Performance. <i>Academy of Management Journal</i> , 1990, 33, 663-691.	6.3	49

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37	Skill-Based Pay and Skill Seeking. <i>Human Resource Management Review</i> , 2000, 10, 271-287.	4.8	39
38	The (affective) dispositional approach to job satisfaction: sorting out the policy implications. <i>Journal of Organizational Behavior</i> , 2005, 26, 79-97.	4.7	33
39	Construct validity, causality, and policy recommendations: The case of high performance work practices systems. <i>Human Resource Management Review</i> , 2012, 22, 157-160.	4.8	30
40	An Empirical Analysis of a Skill-Based Pay Program and Plant Performance Outcomes. <i>Academy of Management Journal</i> , 1998, 41, 68-78.	6.3	19
41	Incentives and Pay for Performance in the Workplace. <i>Advances in Motivation Science</i> , 2017, 4, 91-140.	3.7	19
42	Earnings and Percentage Female: A Longitudinal Study. <i>Industrial Relations</i> , 1991, 30, 62-78.	1.6	16
43	Employment Variability Under Different Managerial Compensation Systems. <i>Academy of Management Journal</i> , 1996, 39, 1692-1712.	6.3	15
44	Does national culture constrain organization culture and human resource strategy? The role of individual level mechanisms and implications for employee selection. <i>Research in Personnel and Human Resources Management</i> , 2009, , 1-48.	1.6	14
45	Past, Present and Future Compensation Research Perspectives. <i>Compensation & Benefits Review</i> , 2015, 47, 207-215.	0.7	14
46	Do financial incentives help or harm performance in interesting tasks?. <i>Journal of Applied Psychology</i> , 2022, 107, 153-167.	5.3	12
47	Comparing Line and HR Executives' Perceptions of HR Effectiveness: Services, Roles, and Contributions. <i>Human Resource Management</i> , 2001, 40, 111-123.	5.8	6
48	Re-Examining "Employment Discrimination: An Empirical Test of Forward Versus Reverse Regression". <i>Journal of Human Resources</i> , 1988, 23, 138.	3.1	3
49	Empirical Research Issues in Comparative HRM. , 2012, , .		2
50	Comment on Louis Jacobson's "A Tale of Employment Decline in Two Cities: How Bad Was the Worst of Times?". <i>ILR Review</i> , 1987, 40, 280.	2.3	1
51	Review Essay The growth of international human resource management. <i>International Journal of Human Resource Management</i> , 2008, 19, 1989-1994.	5.3	1
52	Equity and Gender: The Comparable Worth Debate.. <i>Administrative Science Quarterly</i> , 1991, 36, 312.	6.9	0
53	Profit Sharing: Does It Make a Difference?. <i>ILR Review</i> , 1995, 48, 366.	2.3	0
54	Personnel Economics.. <i>ILR Review</i> , 1998, 51, 338.	2.3	0