

Barry Gerhart

List of Publications by Year in descending order

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54
papers

7,426
citations

116194

36
h-index

214428

50
g-index

57
all docs

57
docs citations

57
times ranked

4185
citing authors

#	ARTICLE	IF	CITATIONS
1	Do financial incentives help or harm performance in interesting tasks?. <i>Journal of Applied Psychology</i> , 2022, 107, 153-167.	4.2	12
2	The Resource-Based View of the Firm, Human Resources, and Human Capital: Progress and Prospects. <i>Journal of Management</i> , 2021, 47, 1796-1819.	6.3	59
3	Incentives and Pay for Performance in the Workplace. <i>Advances in Motivation Science</i> , 2017, 4, 91-140.	2.2	19
4	Past, Present and Future Compensation Research Perspectives. <i>Compensation & Benefits Review</i> , 2015, 47, 207-215.	0.6	14
5	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.	5.6	194
6	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.	4.2	134
7	Pay for (individual) performance: Issues, claims, evidence and the role of sorting effects. <i>Human Resource Management Review</i> , 2014, 24, 41-52.	3.3	157
8	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.	4.3	154
9	Does pay for performance diminish intrinsic interest?. <i>International Journal of Human Resource Management</i> , 2012, 23, 1176-1196.	3.3	125
10	Construct validity, causality, and policy recommendations: The case of high performance work practices systems. <i>Human Resource Management Review</i> , 2012, 22, 157-160.	3.3	30
11	Empirical Research Issues in Comparative HRM. , 2012, , .		2
12	Agency Theory Revisited: CEO Return and Shareholder Interest Alignment. <i>Academy of Management Journal</i> , 2010, 53, 1029-1049.	4.3	190
13	â€“Pay and Performance: Individuals, Groups, and Executives. <i>Academy of Management Annals</i> , 2009, 3, 251-315.	5.8	122
14	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.	1.0	14
15	How Much Does National Culture Constrain Organizational Culture?. <i>Management and Organization Review</i> , 2009, 5, 241-259.	1.8	121
16	â€“Pay and Performance: Individuals, Groups, and Executives. <i>Academy of Management Annals</i> , 2009, 3, 251-315.	5.8	131
17	Review EssayThe growth of international human resource management. <i>International Journal of Human Resource Management</i> , 2008, 19, 1989-1994.	3.3	1
18	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.	4.3	130

#	ARTICLE	IF	CITATIONS
19	UNDERSTANDING VOLUNTARY TURNOVER: PATH-SPECIFIC JOB SATISFACTION EFFECTS AND THE IMPORTANCE OF UNSOLICITED JOB OFFERS.. Academy of Management Journal, 2008, 51, 651-671.	4.3	146
20	The (affective) dispositional approach to job satisfaction: sorting out the policy implications. Journal of Organizational Behavior, 2005, 26, 79-97.	2.9	33
21	National culture and human resource management: assumptions and evidence. International Journal of Human Resource Management, 2005, 16, 971-986.	3.3	223
22	Personnel Psychology: Performance Evaluation and Pay for Performance. Annual Review of Psychology, 2005, 56, 571-600.	9.9	356
23	Promise and peril in implementing pay-for-performance. Human Resource Management, 2004, 43, 3-48.	3.5	149
24	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
25	ARE THE 100 BEST BETTER? AN EMPIRICAL INVESTIGATION OF THE RELATIONSHIP BETWEEN BEING A "GREAT PLACE TO WORK" AND FIRM PERFORMANCE. Personnel Psychology, 2003, 56, 965-993.	2.2	290
26	IS IT WORTH IT TO WIN THE TALENT WAR? EVALUATING THE UTILITY OF PERFORMANCE-BASED PAY. Personnel Psychology, 2003, 56, 997-1035.	2.2	95
27	Comparing Line and HR Executives' Perceptions of HR Effectiveness: Services, Roles, and Contributions. Human Resource Management, 2001, 40, 111-123.	3.5	187
28	MEASUREMENT ERROR IN RESEARCH ON HUMAN RESOURCES AND FIRM PERFORMANCE: ADDITIONAL DATA AND SUGGESTIONS FOR FUTURE RESEARCH. Personnel Psychology, 2001, 54, 875-901.	2.2	193
29	Comparing Line and HR Executives' Perceptions of HR Effectiveness: Services, Roles, and Contributions. , 2001, 40, 111.		6
30	MEASUREMENT ERROR IN RESEARCH ON HUMAN RESOURCES and FIRM PERFORMANCE: HOW MUCH ERROR IS THERE AND HOW DOES IT INFLUENCE EFFECT SIZE ESTIMATES?. Personnel Psychology, 2000, 53, 803-834.	2.2	468
31	MEASUREMENT ERROR IN RESEARCH ON THE HUMAN RESOURCES AND FIRM PERFORMANCE RELATIONSHIP: FURTHER EVIDENCE AND ANALYSIS. Personnel Psychology, 2000, 53, 855-872.	2.2	181
32	Skill-Based Pay and Skill Seeking. Human Resource Management Review, 2000, 10, 271-287.	3.3	39
33	Personnel Economics.. ILR Review, 1998, 51, 338.	1.3	0
34	An Empirical Analysis of a Skill-Based Pay Program and Plant Performance Outcomes. Academy of Management Journal, 1998, 41, 68-78.	4.3	19
35	Voluntary turnover and job performance: Curvilinearity and the moderating influences of salary growth and promotions.. Journal of Applied Psychology, 1997, 82, 44-61.	4.2	297
36	The Impact of Human Resource Management on Organizational Performance: Progress and Prospects. Academy of Management Journal, 1996, 39, 779-801.	4.3	449

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37	Employment Variability Under Different Managerial Compensation Systems. <i>Academy of Management Journal</i> , 1996, 39, 1692-1712.	4.3	15
38	Profit Sharing: Does It Make a Difference?. <i>ILR Review</i> , 1995, 48, 366.	1.3	0
39	Recruiter Perceptions of Applicant Fit: Implications for Individual Career Preparation and Job Search Behavior. <i>Journal of Vocational Behavior</i> , 1993, 43, 310-327.	1.9	126
40	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.	2.7	56
41	Equity and Gender: The Comparable Worth Debate.. <i>Administrative Science Quarterly</i> , 1991, 36, 312.	4.8	0
42	Determinants and consequences of salary negotiations by male and female MBA graduates.. <i>Journal of Applied Psychology</i> , 1991, 76, 256-262.	4.2	178
43	Earnings and Percentage Female: A Longitudinal Study. <i>Industrial Relations</i> , 1991, 30, 62-78.	0.9	16
44	THE IMPORTANCE OF RECRUITMENT IN JOB CHOICE: A DIFFERENT WAY OF LOOKING. <i>Personnel Psychology</i> , 1991, 44, 487-521.	2.2	480
45	INTERVIEWER ASSESSMENTS OF APPLICANT "FIT": AN EXPLORATORY INVESTIGATION. <i>Personnel Psychology</i> , 1990, 43, 13-35.	2.2	228
46	Organizational Differences in Managerial Compensation and Financial Performance. <i>Academy of Management Journal</i> , 1990, 33, 663-691.	4.3	49
47	Voluntary turnover and alternative job opportunities.. <i>Journal of Applied Psychology</i> , 1990, 75, 467-476.	4.2	219
48	Gender Differences in Current and Starting Salaries: The Role of Performance, College Major, and Job Title. <i>ILR Review</i> , 1990, 43, 418-433.	1.3	116
49	ORGANIZATIONAL DIFFERENCES IN MANAGERIAL COMPENSATION AND FINANCIAL PERFORMANCE.. <i>Academy of Management Journal</i> , 1990, 33, 663-691.	4.3	462
50	Gender Differences in Current and Starting Salaries: The Role of Performance, College Major, and Job Title. <i>ILR Review</i> , 1990, 43, 418.	1.3	75
51	Re-Examining "Employment Discrimination: An Empirical Test of Forward Versus Reverse Regression". <i>Journal of Human Resources</i> , 1988, 23, 138.	1.9	3
52	Sources of variance in incumbent perceptions of job complexity.. <i>Journal of Applied Psychology</i> , 1988, 73, 154-162.	4.2	70
53	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.	1.3	1
54	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.	4.2	192