

# Barry Gerhart

## List of Publications by Year in descending order

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54  
papers

7,426  
citations

101543

36  
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182427

51  
g-index

57  
all docs

57  
docs citations

57  
times ranked

3633  
citing authors

#	ARTICLE	IF	CITATIONS
1	Do financial incentives help or harm performance in interesting tasks?. Journal of Applied Psychology, 2022, 107, 153-167.	5.3	12
2	The Resource-Based View of the Firm, Human Resources, and Human Capital: Progress and Prospects. Journal of Management, 2021, 47, 1796-1819.	9.3	59
3	Incentives and Pay for Performance in the Workplace. Advances in Motivation Science, 2017, 4, 91-140.	3.7	19
4	Past, Present and Future Compensation Research Perspectives. Compensation & Benefits Review, 2015, 47, 207-215.	0.7	14
5	Pay, Intrinsic Motivation, Extrinsic Motivation, Performance, and Creativity in the Workplace: Revisiting Long-Held Beliefs. Annual Review of Organizational Psychology and Organizational Behavior, 2015, 2, 489-521.	9.9	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.. Journal of Applied Psychology, 2014, 99, 1011-1041.	5.3	134
7	Pay for (individual) performance: Issues, claims, evidence and the role of sorting effects. Human Resource Management Review, 2014, 24, 41-52.	4.8	157
8	Reconsidering Pay Dispersion's Effect on the Performance of Interdependent Work: Reconciling Sorting and Pay Inequality. Academy of Management Journal, 2012, 55, 585-610.	6.3	154
9	Does pay for performance diminish intrinsic interest?. International Journal of Human Resource Management, 2012, 23, 1176-1196.	5.3	125
10	Construct validity, causality, and policy recommendations: The case of high performance work practices systems. Human Resource Management Review, 2012, 22, 157-160.	4.8	30
11	Empirical Research Issues in Comparative HRM. , 2012, , .		2
12	Agency Theory Revisited: CEO Return and Shareholder Interest Alignment. Academy of Management Journal, 2010, 53, 1029-1049.	6.3	190
13	â€“Pay and Performance: Individuals, Groups, and Executives. Academy of Management Annals, 2009, 3, 251-315.	9.6	122
14	Does national culture constrain organization culture and human resource strategy? The role of individual level mechanisms and implications for employee selection. Research in Personnel and Human Resources Management, 2009, , 1-48.	1.6	14
15	How Much Does National Culture Constrain Organizational Culture?. Management and Organization Review, 2009, 5, 241-259.	2.1	121
16	â€“Pay and Performance: Individuals, Groups, and Executives. Academy of Management Annals, 2009, 3, 251-315.	9.6	131
17	Review EssayThe growth of international human resource management. International Journal of Human Resource Management, 2008, 19, 1989-1994.	5.3	1
18	Understanding Voluntary Turnover: Path-Specific Job Satisfaction Effects and The Importance of Unsolicited Job Offers. Academy of Management Journal, 2008, 51, 651-671.	6.3	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.	6.3	146
20	The (affective) dispositional approach to job satisfaction: sorting out the policy implications. Journal of Organizational Behavior, 2005, 26, 79-97.	4.7	33
21	National culture and human resource management: assumptions and evidence. International Journal of Human Resource Management, 2005, 16, 971-986.	5.3	223
22	Personnel Psychology: Performance Evaluation and Pay for Performance. Annual Review of Psychology, 2005, 56, 571-600.	17.7	356
23	Promise and peril in implementing pay-for-performance. Human Resource Management, 2004, 43, 3-48.	5.8	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.	5.8	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.	2.8	290
26	IS IT WORTH IT TO WIN THE TALENT WAR? EVALUATING THE UTILITY OF PERFORMANCE-BASED PAY. Personnel Psychology, 2003, 56, 997-1035.	2.8	95
27	Comparing Line and HR Executives' Perceptions of HR Effectiveness: Services, Roles, and Contributions. Human Resource Management, 2001, 40, 111-123.	5.8	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.	2.8	193
29	Comparing Line and HR Executives' Perceptions of HR Effectiveness: Services, Roles, and Contributions. Human Resource Management, 2001, 40, 111-123.	5.8	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.	2.8	468
31	MEASUREMENT ERROR IN RESEARCH ON THE HUMAN RESOURCES AND FIRM PERFORMANCE RELATIONSHIP: FURTHER EVIDENCE AND ANALYSIS. Personnel Psychology, 2000, 53, 855-872.	2.8	181
32	Skill-Based Pay and Skill Seeking. Human Resource Management Review, 2000, 10, 271-287.	4.8	39
33	Personnel Economics.. ILR Review, 1998, 51, 338.	2.3	0
34	An Empirical Analysis of a Skill-Based Pay Program and Plant Performance Outcomes. Academy of Management Journal, 1998, 41, 68-78.	6.3	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.	5.3	297
36	The Impact of Human Resource Management on Organizational Performance: Progress and Prospects. Academy of Management Journal, 1996, 39, 779-801.	6.3	449

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37	Employment Variability Under Different Managerial Compensation Systems. Academy of Management Journal, 1996, 39, 1692-1712.	6.3	15
38	Profit Sharing: Does It Make a Difference?. ILR Review, 1995, 48, 366.	2.3	0
39	Recruiter Perceptions of Applicant Fit: Implications for Individual Career Preparation and Job Search Behavior. Journal of Vocational Behavior, 1993, 43, 310-327.	3.4	126
40	The effects of research and development intensity on managerial compensation in large organizations. Journal of High Technology Management Research, 1991, 2, 133-150.	4.9	56
41	Equity and Gender: The Comparable Worth Debate.. Administrative Science Quarterly, 1991, 36, 312.	6.9	0
42	Determinants and consequences of salary negotiations by male and female MBA graduates.. Journal of Applied Psychology, 1991, 76, 256-262.	5.3	178
43	Earnings and Percentage Female: A Longitudinal Study. Industrial Relations, 1991, 30, 62-78.	1.6	16
44	THE IMPORTANCE OF RECRUITMENT IN JOB CHOICE: A DIFFERENT WAY OF LOOKING. Personnel Psychology, 1991, 44, 487-521.	2.8	480
45	INTERVIEWER ASSESSMENTS OF APPLICANT "FIT": AN EXPLORATORY INVESTIGATION. Personnel Psychology, 1990, 43, 13-35.	2.8	228
46	Organizational Differences in Managerial Compensation and Financial Performance. Academy of Management Journal, 1990, 33, 663-691.	6.3	49
47	Voluntary turnover and alternative job opportunities.. Journal of Applied Psychology, 1990, 75, 467-476.	5.3	219
48	Gender Differences in Current and Starting Salaries: The Role of Performance, College Major, and Job Title. ILR Review, 1990, 43, 418-433.	2.3	116
49	ORGANIZATIONAL DIFFERENCES IN MANAGERIAL COMPENSATION AND FINANCIAL PERFORMANCE.. Academy of Management Journal, 1990, 33, 663-691.	6.3	462
50	Gender Differences in Current and Starting Salaries: The Role of Performance, College Major, and Job Title. ILR Review, 1990, 43, 418.	2.3	75
51	Re-Examining "Employment Discrimination: An Empirical Test of Forward Versus Reverse Regression". Journal of Human Resources, 1988, 23, 138.	3.1	3
52	Sources of variance in incumbent perceptions of job complexity.. Journal of Applied Psychology, 1988, 73, 154-162.	5.3	70
53	Comment on Louis Jacobson's "A Tale of Employment Decline in Two Cities: How Bad Was the Worst of Times?". ILR Review, 1987, 40, 280.	2.3	1
54	How important are dispositional factors as determinants of job satisfaction? Implications for job design and other personnel programs.. Journal of Applied Psychology, 1987, 72, 366-373.	5.3	192