

Kevin R Murphy

List of Publications by Year in descending order

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Version: 2024-02-01

46
papers

2,998
citations

257450

24
h-index

243625

44
g-index

48
all docs

48
docs citations

48
times ranked

1919
citing authors

#	ARTICLE	IF	CITATIONS
1	Performance appraisal and performance management: 100 years of progress?. Journal of Applied Psychology, 2017, 102, 421-433.	5.3	288
2	Multiple uses of performance appraisal: Prevalence and correlates.. Journal of Applied Psychology, 1989, 74, 130-135.	5.3	273
3	Nature and consequences of halo error: A critical analysis.. Journal of Applied Psychology, 1993, 78, 218-225.	5.3	241
4	Is the Relationship Between Cognitive Ability and Job Performance Stable Over Time?. Human Performance, 1989, 2, 183-200.	2.4	214
5	INTERRATER CORRELATIONS DO NOT ESTIMATE THE RELIABILITY OF JOB PERFORMANCE RATINGS. Personnel Psychology, 2000, 53, 873-900.	2.8	170
6	Explaining the Weak Relationship Between Job Performance and Ratings of Job Performance. Industrial and Organizational Psychology, 2008, 1, 148-160.	0.6	139
7	Getting Rid of Performance Ratings: Genius or Folly? A Debate. Industrial and Organizational Psychology, 2016, 9, 219-252.	0.6	138
8	IMPLICATIONS OF THE MULTIDIMENSIONAL NATURE OF JOB PERFORMANCE FOR THE VALIDITY OF SELECTION TESTS: MULTIVARIATE FRAMEWORKS FOR STUDYING TEST VALIDITY. Personnel Psychology, 1997, 50, 823-854.	2.8	135
9	Rater errors and rating accuracy.. Journal of Applied Psychology, 1989, 74, 619-624.	5.3	133
10	Evaluating the performance of paper people.. Journal of Applied Psychology, 1986, 71, 654-661.	5.3	119
11	Statistical Power Analysis. , 0, , .		106
12	Driving innovation: Public policy and human capital. Research Policy, 2019, 48, 103791.	6.4	98
13	Raters who pursue different goals give different ratings.. Journal of Applied Psychology, 2004, 89, 158-164.	5.3	94
14	Performance evaluation will not die, but it should. Human Resource Management Journal, 2020, 30, 13-31.	5.7	90
15	HARKing: How Badly Can Cherry-Picking and Question Trolling Produce Bias in Published Results?. Journal of Business and Psychology, 2019, 34, 1-17.	4.0	84
16	Personality variables related to integrity test scores: The role of conscientiousness. Journal of Business and Psychology, 1994, 8, 413-424.	4.0	67
17	Mend It or End It. Organizational Research Methods, 2017, 20, 549-573.	9.1	57
18	Contextual and Rater Factors Affecting Rating Behavior. Group and Organization Management, 2005, 30, 89-98.	4.4	53

#	ARTICLE	IF	CITATIONS
19	Person- and context-oriented perceptual age measures: additional evidence of distinctiveness and usefulness. <i>Journal of Organizational Behavior</i> , 1997, 18, 239-251.	4.7	51
20	Additional Evidence of Attitudinal Influences in Performance Appraisal. <i>Journal of Business and Psychology</i> , 1999, 13, 407-419.	4.0	44
21	Training and organisational performance: A meta-analysis of temporal, institutional and organisational context moderators. <i>Human Resource Management Journal</i> , 2021, 31, 93-119.	5.7	44
22	Controversy and consensus regarding the use of cognitive ability testing in organizations.. <i>Journal of Applied Psychology</i> , 2003, 88, 660-671.	5.3	39
23	Positive manifold limits the relevance of content-matching strategies for validating selection test batteries.. <i>Journal of Applied Psychology</i> , 2009, 94, 1018-1031.	5.3	32
24	Localization in human resource management: Comparing American and European multinational corporations. <i>Advances in Comparative International Management</i> , 2002, 14, 259-284.	0.1	31
25	Content Validation Is Useful for Many Things, but Validity Isn't One of Them. <i>Industrial and Organizational Psychology</i> , 2009, 2, 453-464.	0.6	31
26	In praise of Table 1: The importance of making better use of descriptive statistics. <i>Industrial and Organizational Psychology</i> , 2021, 14, 461-477.	0.6	22
27	Does Conscientiousness Explain the Relationship Between Integrity and Job Performance?. <i>International Journal of Selection and Assessment</i> , 1994, 2, 226-233.	2.5	21
28	Do Age Stereotypes Predict Personnel Decisions? The State of the Evidence. <i>Work, Aging and Retirement</i> , 2022, 8, 323-330.	2.0	21
29	What inferences can and cannot be made on the basis of meta-analysis?. <i>Human Resource Management Review</i> , 2017, 27, 193-200.	4.8	19
30	The Incremental Contribution of Complex Problem-Solving Skills to the Prediction of Job Level, Job Complexity, and Salary. <i>Journal of Business and Psychology</i> , 2019, 34, 825-845.	4.0	18
31	Home and host distal context and performance appraisal in multinational enterprises: A 22 country study. <i>Human Resource Management</i> , 2021, 60, 715-736.	5.8	16
32	Performance management systems and multinational enterprises: Where we are and where we should go. <i>Human Resource Management</i> , 2021, 60, 707-713.	5.8	15
33	Reporting Interaction Effects: Visualization, Effect Size, and Interpretation. <i>Journal of Management</i> , 2022, 48, 2159-2166.	9.3	14
34	Validity, Validation and Values. <i>Academy of Management Annals</i> , 2009, 3, 421-461.	9.6	12
35	What Can We Learn from "Not Much More than g"? <i>Journal of Intelligence</i> , 2017, 5, 8.	2.5	10
36	Validity, Validation and Values. <i>Academy of Management Annals</i> , 2009, 3, 421-461.	9.6	10

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37	The Situational Specificity of Validities: Correcting for Statistical Artifacts Does Not Always Reduce the Trans-Situational Variability of Correlation Coefficients. <i>International Journal of Selection and Assessment</i> , 1993, 1, 158-162.	2.5	4
38	Is Content-Related Evidence Useful in Validating Selection Tests?. <i>Industrial and Organizational Psychology</i> , 2009, 2, 517-526.	0.6	4
39	Subject Matter Expert Judgments Regarding the Relative Importance of Competencies are not Useful for Choosing the Test Batteries that Best Predict Performance. <i>International Journal of Selection and Assessment</i> , 2013, 21, 419-429.	2.5	4
40	The Legal Context of the Management of Human Resources. <i>Annual Review of Organizational Psychology and Organizational Behavior</i> , 2018, 5, 157-182.	9.9	3
41	Understanding how and why adding valid predictors can decrease the validity of selection composites: A generalization of Sackett, Dahlke, Shewach, and Kuncel (2017). <i>International Journal of Selection and Assessment</i> , 2019, 27, 249-255.	2.5	3
42	Industrial/Organizational Psychology Program, Colorado State University, USA. <i>International Journal of Selection and Assessment</i> , 1995, 3, 242-244.	2.5	2
43	How Adolescents Counterargue Television Beer Advertisements: Implications for Education Efforts. <i>American Journal of Health Education</i> , 1998, 29, 100-105.	0.2	2
44	Validity for What? The Peril of Overclarifying. <i>Measurement</i> , 2012, 10, 97-99.	0.2	1
45	Personnel Selection in Organizations Personnel Selection in Organizations, edited by Schmitt Neal and Borman Walter C.. San Francisco: Jossey-Bass, 546 pp., cloth.. <i>Academy of Management Review</i> , 1993, 18, 783-785.	11.7	1
46	Reducing our dependence on null hypothesis testing: A key to enhance the reproducibility and credibility of our science. <i>SA Journal of Industrial Psychology</i> , 0, 45, .	0.5	1