

# Talya N Bauer

## List of Publications by Year in descending order

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Version: 2024-02-01

98  
papers

8,723  
citations

57631

44  
h-index

49773

87  
g-index

102  
all docs

102  
docs citations

102  
times ranked

4940  
citing authors

#	ARTICLE	IF	CITATIONS
1	Newcomer adjustment during organizational socialization: A meta-analytic review of antecedents, outcomes, and methods.. <i>Journal of Applied Psychology</i> , 2007, 92, 707-721.	4.2	1,011
2	Whistle While You Work. <i>Journal of Management</i> , 2012, 38, 1038-1083.	6.3	517
3	Does adviser mentoring add value? A longitudinal study of mentoring and doctoral student outcomes. <i>Research in Higher Education</i> , 2006, 47, 451-476.	1.0	285
4	ENHANCING CAREER BENEFITS OF EMPLOYEE PROACTIVE PERSONALITY: THE ROLE OF FIT WITH JOBS AND ORGANIZATIONS. <i>Personnel Psychology</i> , 2005, 58, 859-891.	2.2	281
5	APPLICANT REACTIONS TO SELECTION: DEVELOPMENT OF THE SELECTION PROCEDURAL JUSTICE SCALE (SPJS). <i>Personnel Psychology</i> , 2001, 54, 387-419.	2.2	280
6	Perceived overqualification and its outcomes: The moderating role of empowerment.. <i>Journal of Applied Psychology</i> , 2009, 94, 557-565.	4.2	267
7	Leader humility and team creativity: The role of team information sharing, psychological safety, and power distance.. <i>Journal of Applied Psychology</i> , 2018, 103, 313-323.	4.2	261
8	Are You Attracted? Do You Intend to Pursue? A Recruiting Policy-Capturing Study. <i>Journal of Business and Psychology</i> , 2001, 16, 219-237.	2.5	258
9	SUPERVISORY MENTORING BY ADVISERS: RELATIONSHIPS WITH DOCTORAL STUDENT POTENTIAL, PRODUCTIVITY, AND COMMITMENT. <i>Personnel Psychology</i> , 1995, 48, 537-562.	2.2	223
10	Differentiated leader-member exchanges: The buffering role of justice climate.. <i>Journal of Applied Psychology</i> , 2010, 95, 1104-1120.	4.2	216
11	Work-Family Conflict and Work-Related Withdrawal Behaviors. <i>Journal of Business and Psychology</i> , 2003, 17, 419-436.	2.5	213
12	A longitudinal study of the moderating role of extraversion: Leader-member exchange, performance, and turnover during new executive development.. <i>Journal of Applied Psychology</i> , 2006, 91, 298-310.	4.2	211
13	Testing the combined effects of newcomer information seeking and manager behavior on socialization.. <i>Journal of Applied Psychology</i> , 1998, 83, 72-83.	4.2	209
14	Effect of newcomer involvement in work-related activities: A longitudinal study of socialization.. <i>Journal of Applied Psychology</i> , 1994, 79, 211-223.	4.2	203
15	Overqualified Employees: Making the Best of a Potentially Bad Situation for Individuals and Organizations. <i>Industrial and Organizational Psychology</i> , 2011, 4, 215-232.	0.5	195
16	Development of Leader-Member Exchange: A Longitudinal Test. <i>Academy of Management Journal</i> , 1996, 39, 1538-1567.	4.3	185
17	A field study of frame-of-reference effects on personality test validity.. <i>Journal of Applied Psychology</i> , 2003, 88, 545-551.	4.2	164
18	Navigating Uncharted Waters. <i>Journal of Management</i> , 2015, 41, 203-235.	6.3	160

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19	Taking stock of two relational aspects of organizational life: Tracing the history and shaping the future of socialization and mentoring research.. <i>Journal of Applied Psychology</i> , 2017, 102, 324-337.	4.2	156
20	Green career choices: The influence of ecological stance on recruiting. <i>Journal of Business and Psychology</i> , 1996, 10, 445-458.	2.5	155
21	Longitudinal assessment of applicant reactions to employment testing and test outcome feedback.. <i>Journal of Applied Psychology</i> , 1998, 83, 892-903.	4.2	152
22	The Effect of a Managing Diversity Policy on Organizational Attractiveness. <i>Group and Organization Management</i> , 1994, 19, 295-308.	2.7	141
23	Selection fairness information and applicant reactions: A longitudinal field study.. <i>Journal of Applied Psychology</i> , 2002, 87, 1020-1031.	4.2	132
24	Applicant Perspectives During Selection: A Review Addressing "So What?", "What's New?", and "Where to Next?". <i>Journal of Management</i> , 2017, 43, 1693-1725.	6.3	126
25	There are lots of big fish in this pond: The role of peer overqualification on task significance, perceived fit, and performance for overqualified employees.. <i>Journal of Applied Psychology</i> , 2015, 100, 1228-1238.	4.2	122
26	Organizational socialization: The effective onboarding of new employees.. , 2011, , 51-64.		121
27	Effects of Explanations on Applicant Reactions: A meta-analytic review. <i>International Journal of Selection and Assessment</i> , 2009, 17, 346-361.	1.7	111
28	Breach of belongingness: Newcomer relationship conflict, information, and task-related outcomes during organizational socialization.. <i>Journal of Applied Psychology</i> , 2016, 101, 1-13.	4.2	105
29	Newcomer adjustment: Examining the role of managers' perception of newcomer proactive behavior during organizational socialization.. <i>Journal of Applied Psychology</i> , 2017, 102, 993-1001.	4.2	102
30	Development and examination of an expectancy-based measure of test-taking motivation.. <i>Journal of Applied Psychology</i> , 2000, 85, 739-750.	4.2	101
31	Selection in the Information Age: The Impact of Privacy Concerns and Computer Experience on Applicant Reactions. <i>Journal of Management</i> , 2006, 32, 601-621.	6.3	93
32	Is This How I Will Be Treated? Reducing Uncertainty through Recruitment Interactions. <i>Academy of Management Journal</i> , 2013, 56, 1325-1347.	4.3	88
33	A Relational Model of Perceived Overqualification: The Moderating Role of Interpersonal Influence on Social Acceptance. <i>Journal of Management</i> , 2018, 44, 3288-3310.	6.3	88
34	Peer-Mentoring Freshmen: Implications for Satisfaction, Commitment, and Retention to Graduation. <i>Academy of Management Learning and Education</i> , 2006, 5, 25-37.	1.6	83
35	Management commitment to the ecological environment and employees: Implications for employee attitudes and citizenship behaviors. <i>Human Relations</i> , 2015, 68, 1669-1691.	3.8	82
36	Applicant reactions to test scores banding in entry-level and promotional contexts.. <i>Journal of Applied Psychology</i> , 1999, 84, 322-339.	4.2	79

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37	Applicant Reactions to Different Selection Technology: Face-to-Face, Interactive Voice Response, and Computer-Assisted Telephone Screening Interviews. <i>International Journal of Selection and Assessment</i> , 2004, 12, 135-148.	1.7	79
38	Organizational Citizenship Behavior, Version 2.0: A review and Qualitative Investigation of OCBs for Knowledge Workers at Google and beyond. <i>Academy of Management Perspectives</i> , 2013, 27, 219-237.	4.3	75
39	Perceived Overqualification at Work: Implications for Extra-Role Behaviors and Advice Network Centrality. <i>Journal of Management</i> , 2020, 46, 583-606.	6.3	73
40	Overqualification at Work: A Review and Synthesis of the Literature. <i>Annual Review of Organizational Psychology and Organizational Behavior</i> , 2021, 8, 259-283.	5.6	72
41	Delineating and Reviewing the Role of Newcomer Capital in Organizational Socialization. <i>Annual Review of Organizational Psychology and Organizational Behavior</i> , 2014, 1, 439-457.	5.6	71
42	Organizational Socialization Tactics and Newcomer Adjustment. <i>Group and Organization Management</i> , 2014, 39, 247-273.	2.7	61
43	Understanding the consequences of newcomer proactive behaviors: The moderating contextual role of servant leadership. <i>Journal of Vocational Behavior</i> , 2019, 112, 356-368.	1.9	60
44	A Field Study of the Role of Big Five Personality in Applicant Perceptions of Selection Fairness, Self, and the Hiring Organization. <i>International Journal of Selection and Assessment</i> , 2006, 14, 269-277.	1.7	56
45	Deeds that Help and Words that Hurt: Helping and Gossip as Moderators of the Relationship Between Leader-Member Exchange and Advice Network Centrality. <i>Personnel Psychology</i> , 2015, 68, 185-214.	2.2	52
46	Built to last: Interactive effects of perceived overqualification and proactive personality on new employee adjustment. <i>Personnel Psychology</i> , 2019, 72, 213-240.	2.2	50
47	Temp-to-permanent employees: A longitudinal study of stress and selection success. <i>Journal of Occupational Health Psychology</i> , 2000, 5, 337-346.	2.3	40
48	Multiple Dimensions of Procedural Justice: Longitudinal Effects on Selection System Fairness and Test-Taking Self-Efficacy. <i>International Journal of Selection and Assessment</i> , 2001, 9, 336-349.	1.7	40
49	Rejected But Still There: Shifting the focus in applicant reactions to the promotional context. <i>International Journal of Selection and Assessment</i> , 2009, 17, 402-416.	1.7	37
50	Overqualification Theory, Research, and Practice: Things That Matter. <i>Industrial and Organizational Psychology</i> , 2011, 4, 260-267.	0.5	37
51	Perceived Overqualification and Collectivism Orientation: Implications for Work and Nonwork Outcomes. <i>Journal of Management</i> , 2022, 48, 319-349.	6.3	37
52	Self-monitoring personality trait at work: An integrative narrative review and future research directions. <i>Journal of Organizational Behavior</i> , 2019, 40, 193-208.	2.9	36
53	Extra-Role Behavior among Mexican Employees: The Impact of LMX, Group Acceptance, and Job Attitudes. <i>International Journal of Selection and Assessment</i> , 2002, 10, 292-303.	1.7	34
54	Training valence, instrumentality, and expectancy scale (TAVIES-E). <i>Journal of Workplace Learning</i> , 2011, 23, 133-151.	0.9	31

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55	Daily perceptions of relationship quality with leaders: implications for follower well-being. <i>Work and Stress</i> , 2019, 33, 119-136.	2.8	31
56	Accidents happen: Psychological empowerment as a moderator of accident involvement and its outcomes. <i>Personnel Psychology</i> , 2018, 71, 67-83.	2.2	28
57	Employee overqualification and manager job insecurity: Implications for employee career outcomes. <i>Human Resource Management</i> , 2020, 59, 555-567.	3.5	27
58	When Managing Expatriate Adjustment, Don't Forget the Spouse. <i>Academy of Management Perspectives</i> , 2001, 15, 135-137.	4.3	25
59	Leader-Member Exchange Theory. , 2015, , 641-647.		25
60	Leader-Member Exchange (LMX) Theory: The Relational Approach to Leadership. , 0, , .		24
61	Perceptions of Overall Fairness: Are Effects on Job Performance Moderated by Leader-Member Exchange?. <i>Human Performance</i> , 2009, 22, 432-449.	1.4	23
62	Organizational Socialization Outcomes: Now and Into the Future. , 2012, , .		23
63	Applicant reactions to organizations and selection systems.. , 2011, , 379-397.		22
64	Title is missing!. <i>Sex Roles</i> , 1999, 40, 211-225.	1.4	21
65	Cross-cultural Examination of Applicant Reactions to Selection Methods: United States and Vietnam. <i>International Journal of Selection and Assessment</i> , 2012, 20, 209-219.	1.7	21
66	Antecedents and Consequences of Fairness Perceptions in Personnel Selection. <i>Group and Organization Management</i> , 2017, 42, 113-146.	2.7	21
67	Distressed and distracted by COVID-19 during high-stakes virtual interviews: The role of job interview anxiety on performance and reactions.. <i>Journal of Applied Psychology</i> , 2021, 106, 1103-1117.	4.2	21
68	Do Procedural Justice Perceptions in a Selection Testing Context Predict Applicant Attraction and Intention Toward the Organization?. <i>Journal of Applied Social Psychology</i> , 2004, 34, 125-145.	1.3	20
69	Predictors of self-efficacy for cognitive ability employment testing. <i>Journal of Business Research</i> , 2005, 58, 160-167.	5.8	19
70	Using pre-test explanations to improve test-taker reactions: Testing a set of pairwise interventions. <i>Organizational Behavior and Human Decision Processes</i> , 2017, 141, 43-56.	1.4	19
71	The Role of Cognitive Ability in Self-Efficacy and Self-Assessed Test Performance <sup>1</sup> . <i>Journal of Applied Social Psychology</i> , 2008, 38, 903-918.	1.3	15
72	Perceived overqualification, felt organizational obligation, and extra-role behavior during the COVID-19 crisis: The moderating role of self-sacrificial leadership. <i>Applied Psychology</i> , 2022, 71, 983-1013.	4.4	15

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73	Jump-Starting the Socialization Experience: The Longitudinal Role of Day 1 Newcomer Resources on Adjustment. <i>Journal of Management</i> , 2020, , 014920632096283.	6.3	13
74	Reactions to Organizational Alcohol Testing and Treatment Programs. <i>Journal of Business and Psychology</i> , 2002, 17, 31-45.	2.5	12
75	Watch What You Say: Job Applicants's Justice Perceptions From Initial Organizational Correspondence. <i>Human Resource Management</i> , 2015, 54, 999-1011.	3.5	12
76	The Impact of Underemployment on Turnover and Career Trajectories. , 2011, , 215-232.		12
77	Drug testing, drug treatment, and marijuana use: A fairness perspective.. <i>Journal of Applied Psychology</i> , 2002, 87, 1159-1166.	4.2	10
78	An interpersonal perspective of perceived stress: Examining the prosocial coping response patterns of stressed managers. <i>Journal of Organizational Behavior</i> , 2019, 40, 1027-1044.	2.9	10
79	Improving the Candidate Experience. <i>Organizational Dynamics</i> , 2018, 47, 147-154.	1.6	9
80	Applicant Reactions in Employee Recruitment and Selection. , 2019, , 100-130.		9
81	Title is missing!. <i>Journal of Business and Psychology</i> , 2001, 16, 87-99.	2.5	8
82	The Journal of Management Review Issue: Celebrating 35 Years. <i>Journal of Management</i> , 2009, 35, 1297-1301.	6.3	8
83	Patterns of Change in Fairness Perceptions During the Hiring Process. <i>International Journal of Selection and Assessment</i> , 2016, 24, 246-259.	1.7	8
84	Biting the hand that heals: mistreatment by patients and the well-being of healthcare workers. <i>Personnel Review</i> , 2018, 47, 572-591.	1.6	8
85	Organizational socialization tactics: determining the relative impact of context, content, and social tactics. <i>Revue De Gestion Des Ressources Humaines</i> , 2012, NÂ° 86, 21-35.	0.1	8
86	The Roles of Gender and Affirmative Action Attitude in Reactions to Test Score Use Methods1. <i>Journal of Applied Social Psychology</i> , 2000, 30, 1812-1828.	1.3	7
87	Self and senior executive perceptions of fit and performance: A time-lagged examination of newly-hired executives. <i>Human Relations</i> , 2016, 69, 1259-1286.	3.8	6
88	The Impact of COVID-19 on Transit Workers: Perceptions of Employer Responses and Associations with Health Factors. <i>Annals of Work Exposures and Health</i> , 2022, 66, 334-347.	0.6	6
89	Toward a Globalized Conceptualization of Organizational Socializations. , 0, , 409-423.		6
90	A positive motivational perspective on organizational socialization. <i>Rimhe</i> , 2014, nÂ° 14, vol. 3, 58-75.	0.3	5

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91	Perceptions of Affirmative Action Based on Socioeconomic Status: A Comparison with Traditional Affirmative Action. <i>Employee Responsibilities and Rights Journal</i> , 2014, 26, 35-57.	0.6	5
92	Looking Back: Reputation Research Published in the <i>Journal of Management</i> . <i>Journal of Management</i> , 2010, 36, 585-587.	6.3	4
93	Organizational Justice Interventions: Practicalities, Concerns, and Potential. <i>Industrial and Organizational Psychology</i> , 2009, 2, 211-214.	0.5	3
94	Organizational Entry and Workplace Affect. , 2020, , 325-337.		3
95	The development and validation of the Privacy and Data Security Concerns Scale (PDSCS). <i>International Journal of Selection and Assessment</i> , 2021, 29, 100-113.	1.7	3
96	Reactions to Employer Policies Regarding Prescription Drugs and Medical Marijuana: The Role of Safety Sensitivity. <i>Journal of Business and Psychology</i> , 2013, 28, 145-158.	2.5	2
97	Farewell and Thank You!. <i>Journal of Management</i> , 2011, 37, 1525-1526.	6.3	0
98	Cultivating a Leadership Pipeline: Using a Real Options Lens to Understand Executivesâ€™ Strategic Staffing Decisions. <i>Organization Science</i> , 0, , .	3.0	0