Filip Lievens

List of Publications by Year
in descending order

205 papers	12,325 citations	18482 62 h-index	32842 100 g-index
218 all docs	218 docs citations	218 times ranked	5883 citing authors

#	Article	IF	Citations
1	THE RELATION OF INSTRUMENTAL and SYMBOLIC ATTRIBUTES TO A COMPANY'S ATTRACTIVENESS AS AN EMPLOYER. Personnel Psychology, 2003, 56, 75-102.	2.8	591
2	How Are We Doing After 30 Years? A Meta-Analytic Review of the Antecedents and Outcomes of Feedback-Seeking Behavior. Journal of Management, 2015, 41, 318-348.	9.3	336
3	Response Rates in Organizational Science, 1995â€"2008: A Meta-analytic Review and Guidelines for Survey Researchers. Journal of Business and Psychology, 2010, 25, 335-349.	4.0	281
4	Organizational Identity and Employer Image: Towards a Unifying Framework. British Journal of Management, 2007, 18, S45-S59.	5.0	275
5	Medical students' personality characteristics and academic performance: a five-factor model perspective. Medical Education, 2002, 36, 1050-1056.	2.1	260
6	Personnel Selection. Annual Review of Psychology, 2008, 59, 419-450.	17.7	231
7	Employer branding in the Belgian Army: The importance of instrumental and symbolic beliefs for potential applicants, actual applicants, and military employees. Human Resource Management, 2007, 46, 51-69.	5.8	223
8	Employer Image and Employer Branding: What We Know and What We Need to Know. Annual Review of Organizational Psychology and Organizational Behavior, 2016, 3, 407-440.	9.9	218
9	Predicting cross-cultural training performance: The validity of personality, cognitive ability, and dimensions measured by an assessment center and a behavior description interview.. Journal of Applied Psychology, 2003, 88, 476-489.	5.3	212
10	Situational judgment tests: a review of recent research. Personnel Review, 2008, 37, 426-441.	2.7	198
11	The validity of interpersonal skills assessment via situational judgment tests for predicting academic success and job performance.. Journal of Applied Psychology, 2012, 97, 460-468.	5.3	192
12	Reflection as a strategy to enhance task performance after feedback. Organizational Behavior and Human Decision Processes, 2009, 110, 23-35.	2.5	183
13	Examining the relationship between employer knowledge dimensions and organizational attractiveness: An application in a military context. Journal of Occupational and Organizational Psychology, 2005, 78, 553-572.	4.5	179
14	Personality scale validities increase throughout medical school.. Journal of Applied Psychology, 2009, 94, 1514-1535.	5.3	176
15	Employer Branding: A Brand Equityâ€based Literature Review and Research Agenda. International Journal of Management Reviews, 2018, 20, 155-179.	8.3	171
16	A closer look at the frame-of-reference effect in personality scale scores and validity.. Journal of Applied Psychology, 2008, 93, 268-279.	5.3	167
17	Organizational Attractiveness for Prospective Applicants: A Person-Organisation Fit Perspective. Applied Psychology, 2001, 50, 30-51.	7.1	163
18	Networking as a job search behaviour: A social network perspective. Journal of Occupational and Organizational Psychology, 2009, 82, 661-682.	4.5	161

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19	Tapping the grapevine: A closer look at word-of-mouth as a recruitment source.. Journal of Applied Psychology, 2009, 94, 341-352.	5.3	160
20	Individual differences and their measurement: A review of 100 years of research.. Journal of Applied Psychology, 2017, 102, 254-273.	5.3	149
21	The validity and incremental validity of knowledge tests, low-fidelity simulations, and high-fidelity simulations for predicting job performance in advanced-level high-stakes selection.. Journal of Applied Psychology, 2011, 96, 927-940.	5.3	141
22	Large-scale investigation of the role of trait activation theory for understanding assessment center convergent and discriminant validity.. Journal of Applied Psychology, 2006, 91, 247-258.	5.3	127
23	Video-based versus written situational judgment tests: A comparison in terms of predictive validity.. Journal of Applied Psychology, 2006, 91, 1181-1188.	5.3	123
24	The Operational Validity of a Video-Based Situational Judgment Test for Medical College Admissions: Illustrating the Importance of Matching Predictor and Criterion Construct Domains.. Journal of Applied Psychology, 2005, 90, 442-452.	5.3	119
25	Systematic Reflection. Current Directions in Psychological Science, 2014, 23, 67-72.	5.3	118
26	Measurement Equivalence of Paper‐and‐Pencil and Internet Organisational Surveys: A Large Scale Examination in 16 Countries. Applied Psychology, 2009, 58, 336-361.	7.1	117
27	Social Influences on Organizational Attractiveness: Investigating If and When Word of Mouth Matters[1]. Journal of Applied Social Psychology, 2007, 37, 2024-2047.	2.0	116
28	Assessor training strategies and their effects on accuracy, interrater reliability, and discriminant validity.. Journal of Applied Psychology, 2001, 86, 255-264.	5.3	114
29	A self‐motives perspective on feedback‐seeking behavior: Linking organizational behavior and social psychology research. International Journal of Management Reviews, 2007, 9, 211-236.	8.3	110
30	Recent trends and challenges in personnel selection. Personnel Review, 2002, 31, 580-601.	2.7	107
31	Investigating Web‐Based Recruitment Sources: Employee testimonials vs word‐of‐mouse. International Journal of Selection and Assessment, 2007, 15, 372-382.	2.5	107
32	Keeping up with the Joneses: A field study of the relationships among upward, lateral, and downward comparisons and pay level satisfaction.. Journal of Applied Psychology, 2008, 93, 665-673.	5.3	106
33	Emotional intelligence predicts success in medical school.. Emotion, 2014, 14, 64-73.	1.8	104
34	Dimension and exercise variance in assessment center scores: A large-scale evaluation of multitrait-multimethod studies.. Journal of Applied Psychology, 2001, 86, 1202-1222.	5.3	103
35	Organizational career growth and subsequent voice behavior: The role of affective commitment and gender. Journal of Vocational Behavior, 2014, 84, 431-441.	3.4	103
36	Revised Estimates of Dimension and Exercise Variance Components in Assessment Center Postexercise Dimension Ratings.. Journal of Applied Psychology, 2004, 89, 377-385.	5.3	101

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37	RETEST EFFECTS IN OPERATIONAL SELECTION SETTINGS: DEVELOPMENT AND TEST OF A FRAMEWORK. Personnel Psychology, 2005, 58, 981-1007.	2.8	100
38	Adjusting medical school admission: assessing interpersonal skills using situational judgement tests. Medical Education, 2013, 47, 182-189.	2.1	100
39	Confirmatory factor analysis and invariance of an organizational citizenship behaviour measure across samples in a Dutch-speaking context. Journal of Occupational and Organizational Psychology, 2004, 77, 299-306.	4.5	92
40	The effects of predictor method factors on selection outcomes: A modular approach to personnel selection procedures.. Journal of Applied Psychology, 2017, 102, 43-66.	5.3	91
41	Recruitment-Related Information Sources and Organizational Attractiveness: Can Something Be Done About Negative Publicity?. International Journal of Selection and Assessment, 2005, 13, 179-187.	2.5	90
42	Factors which Improve the Construct Validity of Assessment Centers: A Review. International Journal of Selection and Assessment, 1998, 6, 141-152.	2.5	89
43	Combining predictors to achieve optimal trade-offs between selection quality and adverse impact.. Journal of Applied Psychology, 2007, 92, 1380-1393.	5.3	88
44	Situational Judgment Tests: From Measures of Situational Judgment to Measures of General Domain Knowledge. Industrial and Organizational Psychology, 2016, 9, 3-22.	0.6	86
45	Revisiting meta-analytic estimates of validity in personnel selection: Addressing systematic overcorrection for restriction of range.. Journal of Applied Psychology, 2022, 107, 2040-2068.	5.3	84
46	Easing the Inferential Leap in Competency Modelling: The Effects of Task-related Information and Subject Matter Expertise*. Personnel Psychology, 2004, 57, 881-904.	2.8	83
47	An examination of psychometric bias due to retesting on cognitive ability tests in selection settings.. Journal of Applied Psychology, 2007, 92, 1672-1682.	5.3	83
48	Putting judging situations into situational judgment tests: Evidence from intercultural multimedia SJTs.. Journal of Applied Psychology, 2015, 100, 464-480.	5.3	82
49	Verbal and Nonverbal Impression Management Tactics in Behavior Description and Situational Interviews. International Journal of Selection and Assessment, 2006, 14, 206-222.	2.5	80
50	Personality across working life: The longitudinal and reciprocal influences of personality on work. Journal of Organizational Behavior, 2013, 34, S7.	4.7	78
51	The Long-Term Impact of the Feedback Environment on Job Satisfaction: A Field Study in a Belgian Context. Applied Psychology, 2007, 56, 254-266.	7.1	76
52	The Instrumental and Symbolic Dimensions of Organisations' Image as an Employer: A Large-Scale Field Study on Employer Branding in Turkey. Applied Psychology, 2013, 62, 543-557.	7.1	75
53	Future directions in personality, occupational and medical selection: myths, misunderstandings, measurement, and suggestions. Advances in Health Sciences Education, 2017, 22, 387-399.	3.3	75
54	Future Perspectives on Employee Selection: Key Directions for Future Research and Practice. Applied Psychology, 2004, 53, 487-501.	7.1	74

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55	Privacy and Attitudes Towards Internet-Based Selection Systems: A Cross-Cultural Comparison. International Journal of Selection and Assessment, 2003, 11, 230-236.	2.5	73
56	A different look at why selection procedures work. Organizational Psychology Review, 2011, 1, 128-146.	4.3	73
57	Situation assessment as an ignored factor in the behavioral consistency paradigm underlying the validity of personnel selection procedures.. Journal of Applied Psychology, 2013, 98, 326-341.	5.3	73
58	International Perspectives on the Legal Environment for Selection. Industrial and Organizational Psychology, 2008, 1, 206-246.	0.6	72
59	The Validity of Assessment Centres for the Prediction of Supervisory Performance Ratings: A meta-analysis. International Journal of Selection and Assessment, 2007, 15, 405-411.	2.5	70
60	An empirical investigation of interviewer-related factors that discourage the use of high structure interviews. Journal of Organizational Behavior, 2004, 25, 29-46.	4.7	69
61	A cautionary note on the effects of range restriction on predictor intercorrelations.. Journal of Applied Psychology, 2007, 92, 538-544.	5.3	68
62	How â€œsituationalâ€•is judgment in situational judgment tests?. Journal of Applied Psychology, 2015, 100, 399-416.	5.3	66
63	Research on Internet Recruiting and Testing: Current Status and Future Directions. , 2005, , 131-165.		64
64	Situational Judgment Tests and their Predictiveness of College Studentsâ€™ Success: The Influence of Faking. Educational and Psychological Measurement, 2005, 65, 70-89.	2.4	64
65	A construct-driven investigation of gender differences in a leadership-role assessment center.. Journal of Applied Psychology, 2006, 91, 555-566.	5.3	64
66	Widening access in selection using situational judgement tests: evidence from the UKCAT. Medical Education, 2016, 50, 624-636.	2.1	64
67	Situational Tests in Student Selection: An Examination of Predictive Validity, Adverse Impact, and Construct Validity. International Journal of Selection and Assessment, 2002, 10, 245-257.	2.5	63
68	Trying to understand the different pieces of the construct validity puzzle of assessment centers: An examination of assessor and assessee effects.. Journal of Applied Psychology, 2002, 87, 675-686.	5.3	56
69	The predictive validity of selection for entry into postgraduate training in general practice: evidence from three longitudinal studies. British Journal of General Practice, 2013, 63, e734-e741.	1.4	56
70	The importance of traits and abilities in supervisors' hirability decisions as a function of method of assessment. Journal of Occupational and Organizational Psychology, 2005, 78, 453-470.	4.5	54
71	Measurement equivalence in the conduct of a global organizational survey across countries in six cultural regions. Journal of Occupational and Organizational Psychology, 2007, 80, 575-600.	4.5	54
72	The relative importance of task, citizenship and counterproductive performance to job performance ratings: Do rater source and team-based culture matter?. Journal of Occupational and Organizational Psychology, 2008, 81, 11-27.	4.5	54

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73	Threats to the Operational Use of Situational Judgment Tests in the College Admission Process. International Journal of Selection and Assessment, 2006, 14, 142-155.	2.5	52
74	Actions speak louder than words: Outsiders' perceptions of diversity mixed messages.. Journal of Applied Psychology, 2016, 101, 1329-1341.	5.3	52
75	Validity and Reliability of Situational Judgement Test Scores. Organizational Research Methods, 2016, 19, 506-532.	9.1	52
76	Applicant Perceptions of Selection Procedures: The Role of Selection Information, Belief in Tests, and Comparative Anxiety. International Journal of Selection and Assessment, 2003, 11, 67-77.	2.5	51
77	Situational judgment tests in high-stakes settings: Issues and strategies with generating alternate forms.. Journal of Applied Psychology, 2007, 92, 1043-1055.	5.3	51
78	The predictive power of people's intraindividual variability across situations: Implementing whole trait theory in assessment.. Journal of Applied Psychology, 2018, 103, 753-771.	5.3	51
79	Can training improve the quality of inferences made by raters in competency modeling? A quasi-experiment.. Journal of Applied Psychology, 2007, 92, 812-819.	5.3	50
80	Assessing Personality–Situation Interplay in Personnel Selection: Toward More Integration into Personality Research. European Journal of Personality, 2017, 31, 424-440.	3.1	50
81	Validity evidence for the situational judgment test paradigm in emotional intelligence measurement. International Journal of Psychology, 2012, 47, 438-447.	2.8	49
82	Do candidate reactions relate to job performance or affect criterion-related validity? A multistudy investigation of relations among reactions, selection test scores, and job performance.. Journal of Applied Psychology, 2013, 98, 701-719.	5.3	49
83	Measurement Invariance of the Wong and Law Emotional Intelligence Scale Scores: Does the Measurement Structure Hold across Far Eastern and European Countries?. Applied Psychology, 2014, 63, 223-237.	7.1	48
84	Responding to Personality Tests in a Selection Context: The Role of the Ability to Identify Criteria and the Ideal-Employee Factor. Human Performance, 2012, 25, 273-302.	2.4	47
85	"I Think They Discriminated Against Me": Using Prototype Theory and Organizational Justice Theory for Understanding Perceived Discrimination in Selection and Promotion Situations. International Journal of Selection and Assessment, 2004, 12, 54-65.	2.5	46
86	Predicting adverse impact and mean criterion performance in multistage selection.. Journal of Applied Psychology, 2006, 91, 523-537.	5.3	46
87	Interviewers' Sensitivity to Impression Management Tactics in Structured Interviews. European Journal of Psychological Assessment, 2008, 24, 174-180.	3.0	46
88	Dealing with the threats inherent in unproctored Internet testing of cognitive ability: Results from a large‐scale operational test program. Journal of Occupational and Organizational Psychology, 2011, 84, 817-824.	4.5	46
89	Bias in the Correlated Uniqueness Model for MTMM Data. Structural Equation Modeling, 2004, 11, 535-559.	3.8	43
90	HEXACO personality predicts counterproductive work behavior and organizational citizenship behavior in low-stakes and job applicant contexts. Journal of Research in Personality, 2018, 77, 11-20.	1.7	42

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91	The Relationship Between Uncertainty and Desire for Feedback: A Test of Competing Hypotheses. Journal of Applied Social Psychology, 2007, 37, 1007-1040.	2.0	41
92	Within-Person Job Performance Variability Over Short Timeframes: Theory, Empirical Research, and Practice. Annual Review of Organizational Psychology and Organizational Behavior, 2020, 7, 421-449.	9.9	41
93	The Mediating Role of Feedback Acceptance in the Relationship between Feedback and Attitudinal and Performance Outcomes. International Journal of Selection and Assessment, 2009, 17, 362-376.	2.5	40
94	Understanding the Building Blocks of Selection Procedures. Journal of Management, 2015, 41, 1604-1627.	9.3	40
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96	Certainty as a moderator of feedback reactions? A test of the strength of the self-verification motive. Journal of Occupational and Organizational Psychology, 2006, 79, 533-551.	4.5	39
97	â€œI Know What You Want to Knowâ€ The Impact of Interviewees' Ability to Identify Criteria on Interview Performance and Construct-Related Validity. Human Performance, 2009, 22, 355-374.	2.4	39
98	Designing Selection Systems for Medicine: The importance of balancing predictive and political validity in highâ€stakes selection contexts. International Journal of Selection and Assessment, 2012, 20, 486-496.	2.5	37
99	Assessors and use of assessment centre dimensions: a fresh look at a troubling issue. Journal of Organizational Behavior, 2001, 22, 203-221.	4.7	36
100	Designing pareto-optimal selection systems: Formalizing the decisions required for selection system development.. Journal of Applied Psychology, 2011, 96, 907-926.	5.3	36
101	Whatâ€™s on job seekersâ€™ social media sites? A content analysis and effects of structure on recruiter judgments and predictive validity.. Journal of Applied Psychology, 2020, 105, 1530-1546.	5.3	36
102	Construct-Driven SJTs: Toward an Agenda for Future Research. International Journal of Testing, 2017, 17, 269-276.	0.3	34
103	The effects of response instructions on situational judgment test performance and validity in a high-stakes context.. Journal of Applied Psychology, 2009, 94, 1095-1101.	5.3	33
104	Assessors' use of personality traits in descriptions of assessment centre candidates: A five-factor model perspective. Journal of Occupational and Organizational Psychology, 2001, 74, 623-636.	4.5	32
105	Lack of consensus among competency ratings of the same occupation: Noise or substance?. Journal of Applied Psychology, 2010, 95, 562-571.	5.3	31
106	Social Influences in Recruitment: When is wordâ€ofâ€mouth most effective?. International Journal of Selection and Assessment, 2016, 24, 42-53.	2.5	30
107	Simulations. , 0, , 383-410.		30
108	The Effects of Coaching on Situational Judgment Tests in Highâ€stakes Selection. International Journal of Selection and Assessment, 2012, 20, 272-282.	2.5	29

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109	Development and test of an integrative model of job search behaviour. European Journal of Work and Organizational Psychology, 2015, 24, 544-559.	3.7	29
110	Does career timing of challenging job assignments influence the relationship with in-role job performance?. Journal of Vocational Behavior, 2013, 83, 61-67.	3.4	28
111	The interplay of elicitation and evaluation of trait-expressive behavior: Evidence in assessment center exercises.. Journal of Applied Psychology, 2015, 100, 1169-1188.	5.3	27
112	Response distortion on personality tests in applicants: comparing high-stakes to low-stakes medical settings. Advances in Health Sciences Education, 2018, 23, 311-321.	3.3	27
113	Assessment centers at the crossroads: Toward a reconceptualization of assessment center exercises. Research in Personnel and Human Resources Management, 2009, , 99-152.	1.6	26
114	Development and test of a model of external organizational commitment in human resources outsourcing. Human Resource Management, 2008, 47, 559-579.	5.8	25
115	Differences between multimedia and text-based assessments of emotion management: An exploration with the multimedia emotion management assessment (MEMA). Cognition and Emotion, 2016, 30, 1317-1331.	2.0	25
116	Effects of Organizationally Endorsed Coaching on Performance and Validity of Situational Judgment Tests. International Journal of Selection and Assessment, 2015, 23, 174-181.	2.5	24
117	Situational judgement tests for selection: Traditional vs constructâ€driven approaches. Medical Education, 2020, 54, 105-115.	2.1	23
118	Killing The Cat? A Review of Curiosity at Work. Academy of Management Annals, 2022, 16, 179-216.	9.6	23
119	Assessing meaningful within-person variability in Likert-scale rated personality descriptions: An IRT tree approach.. Psychological Assessment, 2019, 31, 474-487.	1.5	22
120	The role of Situations in Situational Judgment Tests: Effects on construct saturation, predictive validity, and applicant perceptions.. Journal of Applied Psychology, 2020, 105, 800-818.	5.3	21
121	Assessment centres: A tale about dimensions, exercises, and dancing bears. European Journal of Work and Organizational Psychology, 2009, 18, 102-121.	3.7	20
122	Modeling the impact of test anxiety and test familiarity on the criterion-related validity of cognitive ability tests. Intelligence, 2009, 37, 34-41.	3.0	20
123	Situational Judgment Tests as a New Tool for Dental Student Selection. Journal of Dental Education, 2011, 75, 743-749.	1.2	20
124	The profile of the â€˜Good Judgeâ€™ in HRM: A systematic review and agenda for future research. Human Resource Management Review, 2020, 30, 100667.	4.8	20
125	Chapter 5 Third Party Employment Branding: What are its Signaling Dimensions, Mechanisms, and Sources?. Research in Personnel and Human Resources Management, 2019, , 173-226.	1.6	19
126	Employer and internal branding research: a bibliometric analysis of 25 years. Journal of Product and Brand Management, 2022, 31, 1196-1221.	4.3	19

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127	A Practical Procedure to Estimate the Quality and the Adverse Impact of Single-Stage Selection Decisions. International Journal of Selection and Assessment, 2003, 11, 89-97.	2.5	18
128	Constructed response formats and their effects on minorityâ€"majority differences and validity.. Journal of Applied Psychology, 2019, 104, 715-726.	5.3	18
129	Validity and Adverse Impact Potential of Predictor Composite Formation. International Journal of Selection and Assessment, 2008, 16, 183-194.	2.5	17
130	What Does Exercise-Based Assessment Really Mean?. Industrial and Organizational Psychology, 2008, 1, 112-115.	0.6	17
131	Diversity in medical school admission: insights from personnel recruitment and selection. Medical Education, 2015, 49, 11-14.	2.1	17
132	Impact of Elaboration on Responding to Situational Judgment Test Items. International Journal of Selection and Assessment, 2008, 16, 345-355.	2.5	16
133	Interpersonal Dynamics in Assessment Center Exercises. Journal of Management, 2016, 42, 1992-2017.	9.3	16
134	Optimizing the validity of situational judgment tests: The importance of scoring methods. Journal of Vocational Behavior, 2018, 104, 199-209.	3.4	16
135	Experimental Test Validation. European Journal of Psychological Assessment, 2019, 35, 225-232.	3.0	16
136	Recruitment and Selection. , 2010, , 135-154.		16
137	Selecting Predictor Subsets: Considering validity and adverse impact. International Journal of Selection and Assessment, 2010, 18, 260-270.	2.5	15
138	Do Individual Differences in Perceiving Situational Demands Moderate the Relationship Between Personality and Assessment Center Dimension Ratings?. Human Performance, 2011, 24, 231-250.	2.4	15
139	The Crossâ€cultural Transportability of Situational Judgment Tests: How does a <scp>US</scp>â€based integrity situational judgment test fare in <scp>S</scp>pain?. International Journal of Selection and Assessment, 2015, 23, 361-372.	2.5	15
140	Specific job search selfâ€efficacy beliefs and behaviors of unemployed ethnic minority women. International Journal of Selection and Assessment, 2019, 27, 9-20.	2.5	15
141	What Do Consistency and Personableness in the Interview Signal to Applicants? Investigating Indirect Effects on Organizational Attractiveness Through Symbolic Organizational Attributes. Journal of Business and Psychology, 2019, 34, 671-684.	4.0	15
142	Predicting counterproductive work behavior: Do implicit motives have incremental validity beyond explicit traits?. Journal of Research in Personality, 2020, 89, 104019.	1.7	15
143	Building Situational Stimuli in Assessment Center Exercises: Do Specific Exercise Instructions and Role-Player Prompts Increase the Observability of Behavior?. Human Performance, 2012, 25, 255-271.	2.4	14
144	An In-Depth Look at Dispositional Reasoning and Interviewer Accuracy. Human Performance, 2015, 28, 199-221.	2.4	14

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145	A dual-process theory perspective to better understand judgments in assessment centers: The role of initial impressions for dimension ratings and validity.. Journal of Applied Psychology, 2018, 103, 1367-1378.	5.3	14
146	Applicant Versus Employee Scores on Self-Report Emotional Intelligence Measures. Journal of Personnel Psychology, 2011, 10, 89-95.	1.4	13
147	The Role of Faculty Membersâ€™ Cross-Cultural Competencies in Their Perceived Teaching Quality: Evidence from Culturally-Diverse Classes in Four European Countries. Journal of Higher Education, 2012, 83, 217-248.	2.7	13
148	Alternative Predictors for Dealing with the Diversityâ€"Validity Dilemma in Personnel Selection: The constructed response multimedia test. International Journal of Selection and Assessment, 2013, 21, 239-250.	2.5	13
149	Situational Judgment Test. , 2015, , 13-19.		13
150	Climbing the corporate ladder and within-person changes in narcissism: Reciprocal relationships over two decades. Journal of Vocational Behavior, 2019, 115, 103341.	3.4	13
151	What you see is what you get? Measuring companies' projected employer image attributes via companies' employment webpages. Human Resource Management, 2022, 61, 543-561.	5.8	13
152	Work Effort: A Conceptual and Meta-Analytic Review. Journal of Management, 2023, 49, 125-157.	9.3	13
153	The Use of Role-Player Prompts in Assessment Center Exercises. International Journal of Selection and Assessment, 2011, 19, 190-197.	2.5	12
154	Removing situation descriptions from situational judgment test items: Does the impact differ for videoâ€based versus textâ€based formats?. Journal of Occupational and Organizational Psychology, 2020, 93, 472-494.	4.5	12
155	Multiple Speed Assessments. European Journal of Psychological Assessment, 2020, 36, 237-249.	3.0	12
156	How our work influences who we are: Testing a theory of vocational and personality development over fifty years. Journal of Research in Personality, 2020, 85, 103930.	1.7	11
157	Weighting admission scores to balance predictivenessâ€diversity: The Paretoâ€optimization approach. Medical Education, 2022, 56, 151-158.	2.1	11
158	The ITC Guidelines on Computer-Based and Internet-Delivered Testing: Where Do We Go From Here?. International Journal of Testing, 2006, 6, 189-194.	0.3	10
159	The Importance of Exercise and Dimension Factors in Assessment Centers: Simultaneous Examinations of Construct-Related and Criterion-Related Validity. Human Performance, 2009, 22, 375-390.	2.4	10
160	Where Iâ€"O Psychology Should Really (Re)start Its Investigation of Intelligence Constructs and Their Measurement. Industrial and Organizational Psychology, 2012, 5, 153-158.	0.6	10
161	Changing things up in recruitment: Effects of a â€˜strangeâ€™ recruitment medium on applicant pool quantity and quality. Journal of Occupational and Organizational Psychology, 2013, 86, 410-416.	4.5	10
162	On the Limitations of Using Situational Judgment Tests to Measure Interpersonal Skills: The Moderating Influence of Employee Anger. Personnel Psychology, 2014, 67, 847-885.	2.8	10

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163	Prosocial implicit trait policies underlie performance on different situational judgment tests with interpersonal content. Human Performance, 2018, 31, 238-254.	2.4	10
164	Creating Alternate In-Basket Forms Through Cloning: Some preliminary results. International Journal of Selection and Assessment, 2007, 15, 428-433.	2.5	9
165	Strategies for dealing with the diversity-validity dilemma in personnel selection: Where are we and where should we go?. Revista De Psicologia Del Trabajo Y De Las Organizaciones, 2013, 29, 3-12.	1.6	9
166	Effects of situation descriptions on the construct-related validity of construct-driven situational judgment tests. Journal of Research in Personality, 2020, 87, 103963.	1.7	9
167	A Different Look at Assessment Centers: Views of Assessment Center Users. International Journal of Selection and Assessment, 1999, 7, 215-219.	2.5	8
168	Comparing employment interviews in Latin America with other countries. Journal of Business Research, 2014, 67, 943-951.	10.2	8
169	Prompt-specificity in scenario-based assessments: Associations with personality versus knowledge and effects on predictive validity.. Journal of Applied Psychology, 2021, 106, 122-139.	5.3	8
170	The construct validity of a Belgian assessment centre: A comparison of different models. Journal of Occupational and Organizational Psychology, 2001, 74, 373-378.	4.5	7
171	An examination of the accuracy of slogans related to assessment centres. Personnel Review, 2002, 31, 86-102.	2.7	7
172	Do overall dimension ratings from assessment centres show external construct-related validity?. European Journal of Work and Organizational Psychology, 2020, 29, 405-420.	3.7	7
173	A Closer Look at the Relationship between Justice Perceptions and Feedback Reactions: The role of the quality of the relationship with the supervisor. Psychologica Belgica, 2013, 48, 127.	1.9	7
174	Situational judgment tests: From low-fidelity simulations to alternative measures of personality and the person-situation interplay. , 2021, , 285-311.		6
175	Gathering Behavioral Samples Through a Computerized and Standardized Assessment Center Exercise. Journal of Personnel Psychology, 2010, 9, 94-98.	1.4	6
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