Filip Lievens

List of Publications by Year
in descending order

205 papers	12,325 citations	21215 62 h-index	37326 100 g-index
218 all docs	218 docs citations	218 times ranked	6638 citing authors

#	Article	IF	Citations
1	Arousing Motives or Eliciting Stories? On the Role of Pictures in a Picture–Story Exercise. Assessment, 2023, 30, 551-564.	1.9	1
2	Interpersonal behavior in assessment center role‐play exercises: Investigating structure, consistency, and effectiveness. Personnel Psychology, 2023, 76, 759-795.	2.2	4
3	Work Effort: A Conceptual and Meta-Analytic Review. Journal of Management, 2023, 49, 125-157.	6.3	13
4	The role of emotions as mechanisms of mid-test warning messages during personality testing: A field experiment.. Journal of Applied Psychology, 2022, 107, 40-59.	4.2	4
5	A comprehensive examination of the cross-validity of pareto-optimal versus fixed-weight selection systems in the biobjective selection context.. Journal of Applied Psychology, 2022, 107, 1243-1260.	4.2	2
6	Actions define a character: Assessment centers as behavior‐focused personality measures. Personnel Psychology, 2022, 75, 675-705.	2.2	1
7	Weighting admission scores to balance predictiveness‐diversity: The Pareto‐optimization approach. Medical Education, 2022, 56, 151-158.	1.1	11
8	Killing The Cat? A Review of Curiosity at Work. Academy of Management Annals, 2022, 16, 179-216.	5.8	23
9	What you see is what you get? Measuring companies' projected employer image attributes via companies' employment webpages. Human Resource Management, 2022, 61, 543-561.	3.5	13
10	Gamifying an assessment method: what signals are organizations sending to applicants?. Journal of Managerial Psychology, 2022, 37, 559-574.	1.3	4
11	Employer image within and across industries: Moving beyond assessing <scp>points‐of‐relevance</scp> to identifying <scp>points‐of‐difference</scp>. Human Resource Management, 2022, 61, 525-541.	3.5	4
12	Values assessment for personnel selection: comparing job applicants to non-applicants. European Journal of Work and Organizational Psychology, 2022, 31, 524-536.	2.2	1
13	Revisiting meta-analytic estimates of validity in personnel selection: Addressing systematic overcorrection for restriction of range.. Journal of Applied Psychology, 2022, 107, 2040-2068.	4.2	84
14	Employer and internal branding research: a bibliometric analysis of 25 years. Journal of Product and Brand Management, 2022, 31, 1196-1221.	2.6	19
15	Distinctive features of nonverbal behavior and mimicry in application interviews through data analysis and machine learning. Machine Learning With Applications, 2022, 9, 100318.	3.0	1
16	Personnel selection: a longstanding story of impact at the individual, firm, and societal level. European Journal of Work and Organizational Psychology, 2021, 30, 444-455.	2.2	5
17	Prompt-specificity in scenario-based assessments: Associations with personality versus knowledge and effects on predictive validity.. Journal of Applied Psychology, 2021, 106, 122-139.	4.2	8
18	Assessing personality dynamics in personnel selection. , 2021, , 1139-1157.		3

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19	Situational judgment tests: From low-fidelity simulations to alternative measures of personality and the person-situation interplay. , 2021, , 285-311.		6
20	The Chemistry Between Us: Momentary Complementarity Effects in Interpersonal Assessment Methods. Proceedings - Academy of Management, 2021, 2021, 14425.	0.0	1
21	The profile of the 'Good Judge' in HRM: A systematic review and agenda for future research. Human Resource Management Review, 2020, 30, 100667.	3.3	20
22	Robustness, Sensitivity, and Sampling Variability of Pareto-Optimal Selection System Solutions to Address the Quality-Diversity Trade-Off. Organizational Research Methods, 2020, 23, 535-568.	5.6	4
23	Removing situation descriptions from situational judgment test items: Does the impact differ for video‐based versus text‐based formats?. Journal of Occupational and Organizational Psychology, 2020, 93, 472-494.	2.6	12
24	Subgroup differences in situational judgment test scores: Evidence from large applicant samples. International Journal of Selection and Assessment, 2020, 28, 45-54.	1.7	5
25	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.	5.6	41
26	Situational judgement tests for selection: Traditional vs construct‐driven approaches. Medical Education, 2020, 54, 105-115.	1.1	23
27	Predicting counterproductive work behavior: Do implicit motives have incremental validity beyond explicit traits?. Journal of Research in Personality, 2020, 89, 104019.	0.9	15
28	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.	0.9	11
29	Do overall dimension ratings from assessment centres show external construct-related validity?. European Journal of Work and Organizational Psychology, 2020, 29, 405-420.	2.2	7
30	Effects of situation descriptions on the construct-related validity of construct-driven situational judgment tests. Journal of Research in Personality, 2020, 87, 103963.	0.9	9
31	Multiple Speed Assessments. European Journal of Psychological Assessment, 2020, 36, 237-249.	1.7	12
32	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.	4.2	21
33	What's on job seekers' social media sites? A content analysis and effects of structure on recruiter judgments and predictive validity.. Journal of Applied Psychology, 2020, 105, 1530-1546.	4.2	36
34	Chapter 5 Third Party Employment Branding: What are its Signaling Dimensions, Mechanisms, and Sources?. Research in Personnel and Human Resources Management, 2019, , 173-226.	1.0	19
35	Climbing the corporate ladder and within-person changes in narcissism: Reciprocal relationships over two decades. Journal of Vocational Behavior, 2019, 115, 103341.	1.9	13
36	Specific job search self‐efficacy beliefs and behaviors of unemployed ethnic minority women. International Journal of Selection and Assessment, 2019, 27, 9-20.	1.7	15

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37	The influence of work on personality trait development: The demands-affordances TrAnsactional (DATA) model, an integrative review, and research agenda. Journal of Vocational Behavior, 2019, 110, 258-271.	1.9	40
38	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.	2.5	15
39	Experimental Test Validation. European Journal of Psychological Assessment, 2019, 35, 225-232.	1.7	16
40	Constructed response formats and their effects on minority–majority differences and validity.. Journal of Applied Psychology, 2019, 104, 715-726.	4.2	18
41	Assessing meaningful within-person variability in Likert-scale rated personality descriptions: An IRT tree approach.. Psychological Assessment, 2019, 31, 474-487.	1.2	22
42	Employer Branding: A Brand Equity–based Literature Review and Research Agenda. International Journal of Management Reviews, 2018, 20, 155-179.	5.2	171
43	Optimizing the validity of situational judgment tests: The importance of scoring methods. Journal of Vocational Behavior, 2018, 104, 199-209.	1.9	16
44	Response distortion on personality tests in applicants: comparing high-stakes to low-stakes medical settings. Advances in Health Sciences Education, 2018, 23, 311-321.	1.7	27
45	Prosocial implicit trait policies underlie performance on different situational judgment tests with interpersonal content. Human Performance, 2018, 31, 238-254.	1.4	10
46	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.	0.9	42
47	The predictive power of people's intraindividual variability across situations: Implementing whole trait theory in assessment.. Journal of Applied Psychology, 2018, 103, 753-771.	4.2	51
48	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.	4.2	14
49	New Approaches to Selection System Design in Healthcare: The Practical and Theoretical Relevance of a Modular Approach. , 2018, , 167-191.		0
50	The effects of predictor method factors on selection outcomes: A modular approach to personnel selection procedures.. Journal of Applied Psychology, 2017, 102, 43-66.	4.2	91
51	Individual differences and their measurement: A review of 100 years of research.. Journal of Applied Psychology, 2017, 102, 254-273.	4.2	149
52	Future directions in personality, occupational and medical selection: myths, misunderstandings, measurement, and suggestions. Advances in Health Sciences Education, 2017, 22, 387-399.	1.7	75
53	Construct-Driven SJTs: Toward an Agenda for Future Research. International Journal of Testing, 2017, 17, 269-276.	0.2	34
54	Assessing Personality–Situation Interplay in Personnel Selection: Toward More Integration into Personality Research. European Journal of Personality, 2017, 31, 424-440.	1.9	50

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55	A closer look at the measurement of dispositional reasoning: Dimensionality and invariance across assessor groups. International Journal of Selection and Assessment, 2017, 25, 240-252.	1.7	4
56	Updated Perspectives on the International Legal Environment for Selection. , 2017, , 659-677.		5
57	Widening access in selection using situational judgement tests: evidence from the UKCAT. Medical Education, 2016, 50, 624-636.	1.1	64
58	Actions speak louder than words: Outsiders' perceptions of diversity mixed messages.. Journal of Applied Psychology, 2016, 101, 1329-1341.	4.2	52
59	Validity and Reliability of Situational Judgement Test Scores. Organizational Research Methods, 2016, 19, 506-532.	5.6	52
60	Social Influences in Recruitment: When is word‑of‑mouth most effective?. International Journal of Selection and Assessment, 2016, 24, 42-53.	1.7	30
61	Reducing the Noise From Scraping Social Media Content: Some Evidence-Based Recommendations. Industrial and Organizational Psychology, 2016, 9, 660-666.	0.5	4
62	Situational Judgment Tests: From Measures of Situational Judgment to Measures of General Domain Knowledge. Industrial and Organizational Psychology, 2016, 9, 3-22.	0.5	86
63	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.	5.6	218
64	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.	1.2	25
65	Interpersonal Dynamics in Assessment Center Exercises. Journal of Management, 2016, 42, 1992-2017.	6.3	16
66	How "situational" is judgment in situational judgment tests?. Journal of Applied Psychology, 2015, 100, 399-416.	4.2	66
67	Putting judging situations into situational judgment tests: Evidence from intercultural multimedia SJTs.. Journal of Applied Psychology, 2015, 100, 464-480.	4.2	82
68	The interplay of elicitation and evaluation of trait-expressive behavior: Evidence in assessment center exercises.. Journal of Applied Psychology, 2015, 100, 1169-1188.	4.2	27
69	The Cross‑cultural Transportability of Situational Judgment Tests: How does a <scp>US</scp>‑based integrity situational judgment test fare in <scp>S</scp>pain?. International Journal of Selection and Assessment, 2015, 23, 361-372.	1.7	15
70	Incremental Validity of Leaderless Group Discussion Ratings Over and Above General Mental Ability and Personality in Predicting Promotion. International Journal of Selection and Assessment, 2015, 23, 373-381.	1.7	5
71	Situational Judgment Test. , 2015, , 13-19.		13
72	An In-Depth Look at Dispositional Reasoning and Interviewer Accuracy. Human Performance, 2015, 28, 199-221.	1.4	14

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73	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.	6.3	336
74	Understanding the Building Blocks of Selection Procedures. Journal of Management, 2015, 41, 1604-1627.	6.3	40
75	Development and test of an integrative model of job search behaviour. European Journal of Work and Organizational Psychology, 2015, 24, 544-559.	2.2	29
76	Effects of Organizationally Endorsed Coaching on Performance and Validity of Situational Judgment Tests. International Journal of Selection and Assessment, 2015, 23, 174-181.	1.7	24
77	Diversity in medical school admission: insights from personnel recruitment and selection. Medical Education, 2015, 49, 11-14.	1.1	17
78	Emotional intelligence predicts success in medical school.. Emotion, 2014, 14, 64-73.	1.5	104
79	The Move to Business Schools: How Is Industrial–Organizational Psychology Holding Up in Europe?. Industrial and Organizational Psychology, 2014, 7, 365-370.	0.5	4
80	Systematic Reflection. Current Directions in Psychological Science, 2014, 23, 67-72.	2.8	118
81	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.	4.4	48
82	Comparing employment interviews in Latin America with other countries. Journal of Business Research, 2014, 67, 943-951.	5.8	8
83	Organizational career growth and subsequent voice behavior: The role of affective commitment and gender. Journal of Vocational Behavior, 2014, 84, 431-441.	1.9	103
84	On the Limitations of Using Situational Judgment Tests to Measure Interpersonal Skills: The Moderating Influence of Employee Anger. Personnel Psychology, 2014, 67, 847-885.	2.2	10
85	The Image of Psychology Programs: The Value of the Instrumental–Symbolic Framework. Journal of Psychology: Interdisciplinary and Applied, 2014, 148, 457-475.	0.9	4
86	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.	4.4	75
87	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.	0.9	9
88	Trade-Offs Between Assessor Team Size and Assessor Expertise in Affecting Rating Accuracy in Assessment Centers. Revista De Psicologia Del Trabajo Y De Las Organizaciones, 2013, 29, 13-20.	0.9	5
89	Does career timing of challenging job assignments influence the relationship with in-role job performance?. Journal of Vocational Behavior, 2013, 83, 61-67.	1.9	28
90	Adjusting medical school admission: assessing interpersonal skills using situational judgement tests. Medical Education, 2013, 47, 182-189.	1.1	100

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91	Alternative Predictors for Dealing with the Diversity–Validity Dilemma in Personnel Selection: The constructed response multimedia test. International Journal of Selection and Assessment, 2013, 21, 239-250.	1.7	13
92	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.	0.7	56
93	Personality across working life: The longitudinal and reciprocal influences of personality on work. Journal of Organizational Behavior, 2013, 34, S7.	2.9	78
94	Changing things up in recruitment: Effects of a 'strange' recruitment medium on applicant pool quantity and quality. Journal of Occupational and Organizational Psychology, 2013, 86, 410-416.	2.6	10
95	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.	4.2	73
96	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.	4.2	49
97	A Within-Person Perspective on Feedback Seeking about Task Performance. Psychologica Belgica, 2013, 46, 283.	1.0	4
98	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.	1.0	7
99	Validity evidence for the situational judgment test paradigm in emotional intelligence measurement. International Journal of Psychology, 2012, 47, 438-447.	1.7	49
100	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.	4.2	192
101	The Effects of Coaching on Situational Judgment Tests in High-stakes Selection. International Journal of Selection and Assessment, 2012, 20, 272-282.	1.7	29
102	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.	1.4	47
103	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.	1.4	14
104	Designing Selection Systems for Medicine: The importance of balancing predictive and political validity in high-stakes selection contexts. International Journal of Selection and Assessment, 2012, 20, 486-496.	1.7	37
105	Recruiting/Hiring of Older Workers. , 2012, , .		2
106	The Role of Faculty Members' 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.	1.9	13
107	Where I–O Psychology Should Really (Re)start Its Investigation of Intelligence Constructs and Their Measurement. Industrial and Organizational Psychology, 2012, 5, 153-158.	0.5	10
108	Do Individual Differences in Perceiving Situational Demands Moderate the Relationship Between Personality and Assessment Center Dimension Ratings?. Human Performance, 2011, 24, 231-250.	1.4	15

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109	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.	4.2	141
110	Situational Judgment Tests as a New Tool for Dental Student Selection. Journal of Dental Education, 2011, 75, 743-749.	0.7	20
111	Designing pareto-optimal selection systems: Formalizing the decisions required for selection system development.. Journal of Applied Psychology, 2011, 96, 907-926.	4.2	36
112	Applicant Versus Employee Scores on Self-Report Emotional Intelligence Measures. Journal of Personnel Psychology, 2011, 10, 89-95.	1.1	13
113	The Use of Role-Player Prompts in Assessment Center Exercises. International Journal of Selection and Assessment, 2011, 19, 190-197.	1.7	12
114	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.	2.6	46
115	A different look at why selection procedures work. Organizational Psychology Review, 2011, 1, 128-146.	3.0	73
116	Response Rates in Organizational Science, 1995–2008: A Meta-analytic Review and Guidelines for Survey Researchers. Journal of Business and Psychology, 2010, 25, 335-349.	2.5	281
117	Selecting Predictor Subsets: Considering validity and adverse impact. International Journal of Selection and Assessment, 2010, 18, 260-270.	1.7	15
118	Lack of consensus among competency ratings of the same occupation: Noise or substance?. Journal of Applied Psychology, 2010, 95, 562-571.	4.2	31
119	Gathering Behavioral Samples Through a Computerized and Standardized Assessment Center Exercise. Journal of Personnel Psychology, 2010, 9, 94-98.	1.1	6
120	Recruitment and Selection. , 2010, , 135-154.		16
121	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.	1.4	10
122	Assessment centres: A tale about dimensions, exercises, and dancing bears. European Journal of Work and Organizational Psychology, 2009, 18, 102-121.	2.2	20
123	Reflection as a strategy to enhance task performance after feedback. Organizational Behavior and Human Decision Processes, 2009, 110, 23-35.	1.4	183
124	Measurement Equivalence of Paper‐and‐Pencil and Internet Organisational Surveys: A Large Scale Examination in 16 Countries. Applied Psychology, 2009, 58, 336-361.	4.4	117
125	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.	1.7	40
126	Networking as a job search behaviour: A social network perspective. Journal of Occupational and Organizational Psychology, 2009, 82, 661-682.	2.6	161

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127	Modeling the impact of test anxiety and test familiarity on the criterion-related validity of cognitive ability tests. Intelligence, 2009, 37, 34-41.	1.6	20
128	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.	1.4	39
129	Tapping the grapevine: A closer look at word-of-mouth as a recruitment source.. Journal of Applied Psychology, 2009, 94, 341-352.	4.2	160
130	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.	4.2	33
131	Personality scale validities increase throughout medical school.. Journal of Applied Psychology, 2009, 94, 1514-1535.	4.2	176
132	Current Theory and Practice of Assessment Centers: The Importance of Trait Activation. , 2009, , .		2
133	Assessment centers at the crossroads: Toward a reconceptualization of assessment center exercises. Research in Personnel and Human Resources Management, 2009, , 99-152.	1.0	26
134	Development and test of a model of external organizational commitment in human resources outsourcing. Human Resource Management, 2008, 47, 559-579.	3.5	25
135	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.	2.6	54
136	Validity and Adverse Impact Potential of Predictor Composite Formation. International Journal of Selection and Assessment, 2008, 16, 183-194.	1.7	17
137	Paretoâ€Optimal Predictor Composite Formation: A complementary approach to alleviating the selection quality/adverse impact dilemma. International Journal of Selection and Assessment, 2008, 16, 206-209.	1.7	5
138	Impact of Elaboration on Responding to Situational Judgment Test Items. International Journal of Selection and Assessment, 2008, 16, 345-355.	1.7	16
139	What Does Exercise-Based Assessment Really Mean?. Industrial and Organizational Psychology, 2008, 1, 112-115.	0.5	17
140	International Perspectives on the Legal Environment for Selection. Industrial and Organizational Psychology, 2008, 1, 206-246.	0.5	72
141	Broadening International Perspectives on the Legal Environment for Personnel Selection. Industrial and Organizational Psychology, 2008, 1, 266-270.	0.5	4
142	Personnel Selection. Annual Review of Psychology, 2008, 59, 419-450.	9.9	231
143	Situational judgment tests: a review of recent research. Personnel Review, 2008, 37, 426-441.	1.6	198
144	A closer look at the frame-of-reference effect in personality scale scores and validity.. Journal of Applied Psychology, 2008, 93, 268-279.	4.2	167

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145	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.	4.2	106
146	Interviewers' Sensitivity to Impression Management Tactics in Structured Interviews. European Journal of Psychological Assessment, 2008, 24, 174-180.	1.7	46
147	An Examination of Strategies for Encouraging Feedback Interest After Career Assessment. Journal of Career Development, 2007, 33, 250-268.	1.6	2
148	Situational judgment tests in high-stakes settings: Issues and strategies with generating alternate forms.. Journal of Applied Psychology, 2007, 92, 1043-1055.	4.2	51
149	An examination of psychometric bias due to retesting on cognitive ability tests in selection settings.. Journal of Applied Psychology, 2007, 92, 1672-1682.	4.2	83
150	A cautionary note on the effects of range restriction on predictor intercorrelations.. Journal of Applied Psychology, 2007, 92, 538-544.	4.2	68
151	Can training improve the quality of inferences made by raters in competency modeling? A quasi-experiment.. Journal of Applied Psychology, 2007, 92, 812-819.	4.2	50
152	Combining predictors to achieve optimal trade-offs between selection quality and adverse impact.. Journal of Applied Psychology, 2007, 92, 1380-1393.	4.2	88
153	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.	3.5	223
154	Organizational Identity and Employer Image: Towards a Unifying Framework. British Journal of Management, 2007, 18, S45-S59.	3.3	275
155	The Long-Term Impact of the Feedback Environment on Job Satisfaction: A Field Study in a Belgian Context. Applied Psychology, 2007, 56, 254-266.	4.4	76
156	A self-motives perspective on feedback-seeking behavior: Linking organizational behavior and social psychology research. International Journal of Management Reviews, 2007, 9, 211-236.	5.2	110
157	Investigating Web-Based Recruitment Sources: Employee testimonials vs word-of-mouse. International Journal of Selection and Assessment, 2007, 15, 372-382.	1.7	107
158	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.	1.7	70
159	Creating Alternate In-Basket Forms Through Cloning: Some preliminary results. International Journal of Selection and Assessment, 2007, 15, 428-433.	1.7	9
160	The Relationship Between Uncertainty and Desire for Feedback: A Test of Competing Hypotheses. Journal of Applied Social Psychology, 2007, 37, 1007-1040.	1.3	41
161	Social Influences on Organizational Attractiveness: Investigating If and When Word of Mouth Matters[1]. Journal of Applied Social Psychology, 2007, 37, 2024-2047.	1.3	116
162	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.	2.6	54

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163	The ITC Guidelines on Computer-Based and Internet-Delivered Testing: Where Do We Go From Here?. International Journal of Testing, 2006, 6, 189-194.	0.2	10
164	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.	4.2	127
165	Predicting adverse impact and mean criterion performance in multistage selection.. Journal of Applied Psychology, 2006, 91, 523-537.	4.2	46
166	A construct-driven investigation of gender differences in a leadership-role assessment center.. Journal of Applied Psychology, 2006, 91, 555-566.	4.2	64
167	Video-based versus written situational judgment tests: A comparison in terms of predictive validity.. Journal of Applied Psychology, 2006, 91, 1181-1188.	4.2	123
168	Threats to the Operational Use of Situational Judgment Tests in the College Admission Process. International Journal of Selection and Assessment, 2006, 14, 142-155.	1.7	52
169	Verbal and Nonverbal Impression Management Tactics in Behavior Description and Situational Interviews. International Journal of Selection and Assessment, 2006, 14, 206-222.	1.7	80
170	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.	2.6	39
171	Research on Internet Recruiting and Testing: Current Status and Future Directions. , 2005, , 131-165.		64
172	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.	4.2	119
173	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.	2.6	54
174	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.	2.6	179
175	Recruitment-Related Information Sources and Organizational Attractiveness: Can Something Be Done About Negative Publicity?. International Journal of Selection and Assessment, 2005, 13, 179-187.	1.7	90
176	RETEST EFFECTS IN OPERATIONAL SELECTION SETTINGS: DEVELOPMENT AND TEST OF A FRAMEWORK. Personnel Psychology, 2005, 58, 981-1007.	2.2	100
177	Situational Judgment Tests and their Predictiveness of College Students' Success: The Influence of Faking. Educational and Psychological Measurement, 2005, 65, 70-89.	1.2	64
178	Les centres d'évaluation en Belgique : résultats d'une étude sur leur validité et équité. Psychologie Du Travail Et Des Organisations, 2005, 11, 25-33.	0.3	4
179	Future Perspectives on Employee Selection: Key Directions for Future Research and Practice. Applied Psychology, 2004, 53, 487-501.	4.4	74
180	Easing the Inferential Leap in Competency Modelling: The Effects of Task-related Information and Subject Matter Expertise*. Personnel Psychology, 2004, 57, 881-904.	2.2	83

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