

Select Papers on Human Resources Practices: Alan Witt

Banks, C. G., & Witt, L. A. (2021, April). *The case for a shift in strategic HR: Healthy workplaces as a benefit*. To be presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans.

Witt, L. A. (2020). *Readiness and selection assessment of equal opportunity advisors*. Technical Report, Patrick Air Force Base, Florida: Defense Equal Opportunity Management Institute Directorate of Research.

Johnson, L. U., Bok, C. J., Bisbey, T., & Witt, L. A. (2017). Systemic awareness modeling: A synthesis of strategic HR decision-making practices *Research in personnel and human resources management*, 35, 287-325.

Witt, L. A. (2013, April). We've come a long way since 1991. In C. Robie (Chair), *Advances in the use of personality to predict workplace criteria*. Presented at the conference of the Society for Industrial and Organizational Psychology, Houston.

Witt, L. A. (2011, August). Performance appraisal feedback. In S. Carliner, (Chair). *Research meets practice*. Presented at the conference of the Academy of Management, San Antonio.

Rasmussen, J., Sady, K., Witt, L. A., Bergman, M., James, L., & Kieffer, S. (2011, April). *Conditional reasoning tests: Where we are and where we're going*. Presented at the conference of the Society for Industrial and Organizational Psychology, Chicago.

Witt, L. A. (2011, April). Online rescuiting: A blessing and a curse. In J. Pierce (chair), *Online recruiting: Taking it to the next level*. Presented at the conference of the Society for Industrial and Organizational Psychology, Chicago.

Dubin, D. F., Krischer, M., & Witt, L. A. (2010, April). *The efficacious employee: The effects of mentorship and supervisor fit*. Presented at the conference of the Society for Industrial and Organizational Psychology, Atlanta.

Luksyte, A., & Witt, L. A. (2009, June). *Does task performance lead to a pay raise? Only if your boss likes you*. Presented at the conference of the International Human Resources Management, Santa Fe, New Mexico.

Griffeth, R. W., Witt, L. A., Polk, C., Thacker, R., Gullekson, N., David, E. M., Robinson, S., Krischer, M. M., & Gerasymchuk, M. (2009, April). *Assessing the cost of incompetence: A computer programmer example*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans.

Hunter, E. M., Perry, S. J., & Witt, L. A. (2008, April). *In the eye of the beholder: Antecedents of applicant perceptions*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Francisco.

Sady, K., Callison, K., & Witt, L. A. (2008, April). *"A" for ability, "E" for effort: Performance in distance education*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Francisco.

Perry, S. J., Hunter, E. M., Witt, L. A., & David, E. M. (2008, April). *Personality and performance in web-based training*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Francisco.

Hunter, E. M., & Witt, L. A. (2008, March). *Applicant perceptions and criterion-related validity: No cause for alarm*. Presented at the annual conference of the Southwest Academy of Management, Houston.

Witt, L. A., & Burke, L. A. (2003). Using cognitive ability and personality to select information technology professionals. In M. Mahmood (Ed.) *Advanced topics in end user computing II* (pp. 1-17) Idea Group: Hershey, PA.

Witt, L. A. (2001, August). Issues for Human Resources Directors in managing virtual teams of information technology professionals. In K. M. Chudoba (Chair), *Best practices for managing virtual teams*. Symposium Presented at the annual conference of the Academy of Management, Washington, D. C.

Mount, M. K., Witt, L. A., & Barrick, M. R. (2000). Incremental validity of empirically keyed biodata scales over GMA and the five factor personality constructs. *Personnel Psychology*, 53, 299-323.

Hochwarter, W. A., Ferris, G. R., Perrewé, P. L., Witt, L. A., & Berkson, W. (2000, April). *Reconsidering the job performance-turnover relationship: The role of gender in form and magnitude*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans.

Witt, L. A. & Silver, N. C. (2000, March). *Person-job misfit in the prediction of call volume performance*. Presented at the annual conference of the Southeastern Psychological Association, New Orleans.

Hochwarter, W. A., Kiewitz, C., Gundlach, M. J., & Witt, L. A. (2000, November). *The impact of vocational and social efficacy on job performance*. Presented at the annual conference of the Southern Management Association, Orlando.

Witt, L. A. (1999, April). *Understanding retention risks: Individual and situational influences*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Atlanta.

Farmer, W. L., & Witt, L. A. (1998, April). User reaction to biodata, personality, and cognitive ability tests. In T. W. Mitchell (Symposium Chair), *The utility and practical value of biodata*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Dallas.

Witt, L. A., & Mitchell, T. W. (1998, April). Validity and impact of biodata, personality, and cognitive ability testing. In T. W. Mitchell (Symposium Chair), *The utility and practical value of biodata*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Dallas.

Witt, L. A. (1997, April). Overcoming the recipient's resistance to upward feedback: The so what's. In T. F. Hilton (Symposium Chair), *Some feedback on upward feedback: There is still more to learn*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, St. Louis.

Witt, L. A. (1996, April). *Listen up! Your upward feedback results are speaking*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Diego.