

Selected Publications

The rise and fall of job analysis, and the future of work analysis. *Annual Review of*

**Journal Articles, Books, Chapters and Monographs, Technical Reports,
Paper Presentations, Symposia and Reviews
2011**

I. Publications

A. Articles

- Shockley, K., Ispas, D., Rossi, M. E., & Levine, E. L. (in press). A meta-analytic investigation of the relationship between state affect, discrete emotions and job performance. *Human Performance*.
- n. R. Ding, D., Capotescu, R.,
-national explorations of the impact of affect at
work using the State-Trait Emotion Measure (STEM): A coordinated series of studies in the
three countries. *Human Performance*.
- Granger, B. P., & Levine, E. L. (2010). The perplexing role of learner control in e-learning: Will learning and transfer benefit or suffer? *International Journal of Training and Development*, 14, 180-197.
- Levine, E. L. (2010). Emotion and power (as social influence): Their impact on organizational citizenship and counterproductive individual and organizational behavior. *Human Resources Management Review*, 20, 4-17.
- Yang, L. Q., Levine, E.L., Xu, X., & Lopez-Rivas, G.E. (2009). Surveying via the Net vs. Hard Copy: A cautionary note. *Ergometrika*, 6(1), 20-39.
- Yang, L., Levine, E. L., Smith, M. A., Ispas, D., & Rossi, M. E. (2008). Person-environment fit or person plus environment: A meta-analysis of studies using polynomial regression analysis. *Human Resources Management Review*, 18, 311-321.
- Sanchez, J. I. & Levine, E. L. (2009). What is (or should be) the difference between competency modeling and traditional job analysis? *Human Resources Management Review*, 19, 53-63.
- Jones, R. G., Stout, T., Harder, B., Levine, E., Levine, J., & Sanchez, J. I. (2008). Personnel psychology and nepotism: Should we support anti-nepotism policies. *The Industrial Organizational Psychologist*, 45, 17-20.
- Kessler, S.R., Taylor, E.Z., Levine, E. L., Kessler, L.M., & Wiley, J. (2008). Is a happy nation a productive nation? An exploration of the relationship between job satisfaction and productivity at the national level. *European Journal of International Management*, 2, 356-375.
- Pitariu, H. D., Levine, E. L., Musat, S., & Ispas, D. (2006). Validation of the State-Trait Emotion Measure (STEM) on Romanian basketball players. *Psihologia Resurselor Umana*, 4, 16-26.

- Sanchez, J.I. & Levine, E.L. (2000). Accuracy or consequential validity: Which is the better standard for job analysis data? *Journal of Organizational Behavior*, 21, 809-818
- Manson, T.M., Levine, E.L. & Brannick, M. (2000). The construct validity of task inventory ratings: A multi-trait multi-method analysis. *Human Performance*, 13, 1-22.
- Levine, E.L. (1998). Reflections of a reluctant chairperson: A model of leadership applied to academic administration. *The Psychologist-Manager Journal*, 2, 13-24.
- Levine, E. L., Maye, D. M., Ulm, R. A., & Gordon, T. R. (1997). A methodology for developing and validating minimum qualifications. *Personnel Psychology*, 50, 1009-1024.
- Levine, E.L., Spector, P.E., Menon, S., Narayanan, L. & Cannon-Bowers, J. (1996). Validity generalization for cognitive, psychomotor, and perceptual tests for craft jobs in the utility industry. *Human Per*

Ash, R. A., & Levine, E. L. (1985). Job applicant training and work experience evaluation. *Journal of Applied Psychology, 70*, 572-576.

McIntire, S. A., & Levine, E. L. (1984). Task specific self esteem: An empirical investigation. *Journal of Vocational Behavior, 25*, 290-303.

Levine, E. L., Ash, R. A., Hall, H. L., & Sistrunk, F. (1983). Evaluation of job analysis methods by experienced job analysts. *Academy of Management Journal, 26*, 339-348.

Ash, R. A., & Levine, E. L. (1980). A framework for evaluating job analysis methods. *Personnel, 57(6)*, 53-59.

Levine, E. L., Ash, R. A., & Bennett, N. (1980). Exploratory comparative study of four job analysis methods. *Journal of Applied Psychology, 65*, 524-535.

_____ (1980). Introductory remarks for the symposium, Organizational applications of self-appraisal and self-assessment. *Personnel Psychology, 33*, 259-262.

_____ (1980). Let's talk: Understanding one-to-one communication. *Supervisory Management, 25(5)*, 6-12.

_____ (1980). Breaking down barriers to effective communication. *Supervisory Management, 25(6)*, 2-12.

_____ (1980). Tools for spotting and correcting communication problems. *Supervisory Management, 25(7)*, 25-37.

_____ (1980). Communicating with the new worker. *Supervisory Management, 25(8)*, 12-23.

_____ (1980). Effectively communicating praise. *Supervisory Management, 25(9)*, 17-25.

_____ (1980). Communicating about job performance. *Supervisory Management, 25(10)*, 25-34.

_____ (1980). Solving employee problems. *Supervisory Management, 25(11)*, 16-26.

(This series of seven articles in *Supervisory Management*

_____ (1977). Legal aspects of reference checking for personnel selection. *Personnel Administrator*, 22, 14-16.

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- _____, Thomas, J. N., & Sistrunk, F. Selecting a job analysis approach. In Gael, S. (Ed.), op. cit. below, pp. 339-352.
- Ash, R. A., Johnson, J. G., Levine, E.L., & McDaniel, M. A. (1989). Use of biographical data in personnel selection: The case of training & experience evaluation. In Rowland, K. M., & Ferris, G. R. (Eds.), *Research in Personnel and Human Resources Management, Volume 7*. Greenwich, CT: JAI Press, pp. 183-226.
- Ash, R. A., Levine, E. L., & Sistrunk, F. (1983). The role of jobs and job-based methods in personnel and human resources management. In Rowland, K. M., & Ferris, G. D. (Eds.), *Research in Personnel and Human Resources Management, Volume I*. Greenwich, Conn.: JAI Press, pp. 45-84.
- Brannick, M. T., & Levine, E. L. (2002). *Job analysis: Methods, research, and applications for human resource management in the new millennium*. Thousand Oaks CA: Sage.
- Brannick, M. T., & Levine, E. L. (1998). Entries on Job Analysis, Job Analysis Information Sources, Job Description and Job Specification. In L. H. Peters, C. R. Greer, & S. A. Youngblood, (Eds). *The Blackwell encyclopedic dictionary of human resource management*, Oxford, U. K.: Blackwell, pp. 181-183, 184-185, 192-193.
- Brannick, M. T., & Levine, E., L. (2006). Knowledge, skills, and abilities. Entry in J. Greenhaus and G. A. Callanan (Eds.), *Encyclopedia of Career Development*. Thousand Oaks CA: Sage, 450-451.
- Brannick, M. T., Cadle, A., & Levine, E. L. (2012). Job analysis for KSAOs, predictor measures and performance outcomes. In N. Schmitt (Ed.), *The Oxford handbook of personnel assessment and selection*. New York: Oxford University Press.
- Brannick, M. T., Levine, E. L., & Morgeson, F. P. (2007). *Job and work analysis: Methods, research and application for human resource management (2nd ed.)*. Thousand Oaks CA: Sage.
- Gael, S. (Ed.), Cornelius, E. T. (III), Levine, E. L., & Salvendy, G. (Associate Editors) (1988). *The Job Analysis Handbook for Business, Industry and Government (2 Volumes)*. New York: Wiley.
- Katzell, R. A., Korman, A. K., & Levine, E. L. (1971). Determinants of worker job mobility and its implications for service delivery. In *Working Papers No. 1: National study of social welfare and rehabilitation workers, work, and organizational contexts*. (SRS-ORD-177) Department of Health, Education, and Welfare, Social and Rehabilitation Service) Washington, D. C.: U. S. Government Printing Office, 1971, 139-170.
- Katzell, R. A., Korman, A. K., & Levine, E. L. (1971). *The Dynamics of Worker Job Mobility: Research Report No. 1*. Washington, D. C.: U. S. Government Printing Office.

Kravitz, D. A., Harrison, D. A., Turner, M. E., Levine, E. L., Chaves, W., Brannick, M. T.,

- _____, & Ash, R. A. (June 1981). Comparison of the relative utility of several job analysis methods: A research proposal. Prepared under Law Enforcement Assistance Administration Grant #79-DF-AX-0195, University of South Florida.
- _____, & Ash, R. A. (July 1981). Development of a multi-methodological job analysis method for criminal justice occupations. Prepared under Law Enforcement Assistance Administration Grant #79-DF-AX-0195, University of South Florida.
- _____, Ash, R. A., & Higbie, R. (August 1981). Field test of a multi-methodological job analysis method. Prepared under Law Enforcement Assistance Administration Grant #79-DF-AX-0195, University of South Florida.
- _____, Ash, R. A., Hall, H., & Sistrunk, F. (March 1981). Evaluation of seven job analysis methods by experienced job analysts. Prepared under Law Enforcement Assistance Administration Grant #79-DF-AX-0195, University of South Florida.
- _____, & Baker, C. V. (June 1990). Methodology for team task analysis. Prepared under contract No. DAAL03-86-D-0001 Delivery Order 0281 for the Naval Training Systems Center.
- _____, & Baker, D. P. (February 1989). Development and validation of a written test for Deputy Sheriff in the Pinellas County Sheriff's Office. Prepared under contract to the Pinellas County Sheriff's Office.
- _____, & Benedict, M. (August 1981). Methods for staffing positions and assigning personnel. Prepared under Law Enforcement Assistance Administration Grant #79-DF-AX-0195, University of South Florida.
- _____, Cannon, J. A., & Spector, P. E. (September 1985). Generalizability of test validities for selection in skilled and semi-skilled craft jobs. Prepared under a contract (P1708) from Bell Communications Research, Inc., Basking Ridge, NJ.
- _____, Penner, L. A., Brannick, M., Covert, M., & Llobet, J. (June 1988). Analysis of job/task analysis methodologies for team training design. Prepared under contract No. DAA L03-86-D-0001 Delivery Order 0296 for the Naval Training Systems Center.
- _____, Sistrunk, F., & McNutt, K. (November 1983). Job analysis assessment project: A review and evaluation of job analysis systems used by selected organizations. Prepared under contract JA-1 with A. T. & T., Tampa.
- _____, & Weiner, H. (June 1980). Review of the Ability Requirements Scales. Prepared under Law Enforcement Assistance Administration Grant #78-CD-AX-003, University of South Florida.
- _____, & Weiner, H. (June 1980). Review of work oriented job analysis methods. Prepared under Law Enforcement Assistance Administration Grant #78-CD-AX-003, University of South Florida.

- Taing, M., Conway, J., Seybert, J., Loo, K., Cho, E., & Levine, E.L. (2010). Trends in use of statistical analyses: Perceptions of methodological alternatives. Poster session presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, April.
- Levine, E. L. (2010; Panelist). Legal issues in job analysis: Avoiding lawsuits without breaking budgets. Panel discussion chaired by Mark A. Smith presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, April.
- Levine, E.L. (2010; Discussant). Automated T&E questionnaires: Practical outcomes and development considerations. Symposium chaired by Margaret G. Barton presented at that Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, April.
- Kawamoto, C., Yang, L.Q., & Levine, E.L. (2009). Fit and needs: How do they relate to job satisfaction and job performance. Poster session presented at the Annual Meeting of the International Conference on Occupational Stress and Health, San Juan P.R., November.
- Granger, B., & Levine, E.L. (2009). Moderating role of content complexity on the relation between training media and training outcomes. Poster session presented at the Annual Convention of the Academy of Management, Chicago, August.
- Levine, E. L. (Panelist). Minimum standards for job analysis: How little is enough? Panel discussion chaired by Mark A. Smith and Alexander Alonso presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, New Orleans, April 2009.
- Sanchez, J. I., & Levine, E. L. Competency modeling and traditional job analysis: Competitors or companions. Paper presented as part of the symposium, Competency modeling vs. job analysis: Academic debates and practical applications, chaired by Christina K. Curnow, presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, New Orleans, April 2009.
- Ispas, D., & Levine, E. L. (Co-organizers). Affect and performance: Recent findings and new directions for research. Symposium presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, San Francisco, April 2008.
- Ispas, D. Rossi, M. E., Shockley, K. M. & Levine, E. L. Affect and job performance: A meta-analytic review. Paper presented as part of the symposium listed above presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, San Francisco, April 2008.
- Xu, X., Yang, L., Levine, E. L., Pitariu, H. D., Musat, S., Ding, D., Bian, R., & Che, H. Exploring the relationship between affect and OCB across three countries. Paper

Chicago, April.

Smith, M. A., & Levine, E. L. (2004). Effects of subordinate-attitudes and turnover propensity. Paper presented as part of the symposium, P-O Fit: Recent advances in theoretical perspectives and research methodology at the Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, April.

Levine, E. L. (Chair and Co-organizer) (2004). Adapting your change management methods
nted at the Annual
Conference of the Society for Industrial and Organizational Psychology, Chicago, April.

Levine, E.L. (Organizer and Chair) (2003). Effects of emotion and power on negotiation processes and outcomes. Symposium presented at the Annual Con

Levine, E.L., & Sanchez, J.I. (2000). Working with job analysis in the twenty first century.
Paper presented at the Annual Conference of the National Business and Economic

- _____ (April 1994). (Discussant). Predicting collegiate athlete performance: Research based practice. Symposium presented at the Ninth Annual Conference of the Society for I/O Psychology, Nashville.
- _____ (April 1992). Walk on the Applied Side, but cross at the corner of Scholarship and Humanism. Keynote address presented at the Annual I/O-O/B Graduate Student Conference, Roanoke, Virginia.
- _____ (May 1992). Job analysis methodology for developing and validating minimum qualification requirements. Paper presented as part of the symposium, "Non-traditional Research on and Use of Job Analyses," chaired by B. Schneider at the Seventh Annual Conference of the Society for I/O Psychology, Montreal. (Co-authors: D. Maye, R. Ulm, et al.).
- _____ (May 1992). Effects of behavioral aggregation on the construct validity of in-baskets. Poster session presented at the Seventh Annual Conference of the Society for I/O Psychology, Montreal (Co-authors: D. Baker, M. Brannick).
- _____ (August 1991). Content validity: Can we depend on expert judgments? Paper presented at the Annual Meeting of the Academy of Management, Miami Beach (Co-authors: D. Baker, C. Baker).
- _____ (April 1991). Rater training and rating stimuli decomposition as job-analytic aids. Poster session presented at the Sixth Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis (Co-author: J. Sanchez).
- _____ (April 1991). Team task analysis: A test of the Multiphase Analysis of Performance (MAP) System. Paper presented as part of a symposium on team and group performance chaired by E. Salas presented at the Sixth Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis (Co-author: C. Baker).
- _____ (March 1991). Stimulus-oriented variability in job analysis: A model for the assessment of the complexity of job dimensions. Paper presented at the 1991 Annual Meeting of the Southeastern Psychological Association, New Orleans. (Co-author: D. Dorsey).
- _____ (August 1990). (Discussant). Quantitative job description and classification: Nomothetic approaches and applications. Symposium presented at the American Psychological Association's Annual Convention, Boston.
- _____ (August 1990). Measuring task importance: A replication and extension. Paper presented at the American Psychological Association's Annual Convention, Boston. (Co-author: T. Dickey).
- _____ (April 1990). (Invited Speaker). Self-evaluation and staffing in the 1990's. Address presented at the Annual I/O Alumni/Alumnae Conference, Tampa.

- _____ (August 1989). (Discussant). Defining the role of master's level training in I/O psychology. Panel discussion presented at the American Psychological Association's Annual Convention, New Orleans.
- _____ (June 1989). (Discussant). Job analysis techniques and research. Symposium presented at the Annual Conference of the International Personnel Management Association Assessment Council, Orlando.
- _____ (June 1989). (Invited Speaker). Recent developments in job analysis research. Invited address presented at the Annual Conference of the International Personnel Management Association Assessment Council, Orlando.
- _____ (June 1989). The guidelines in the year 2000. Panel discussion presented at the Annual Conference of the International Personnel Management Association Assessment Council, Orlando.
- _____ (March 1989). (Discussant). Applied psychology in the year 2000. Symposium presented at the Southeastern Psychological Association Annual Convention, Washington, D.C.
- _____ (March 1989). (Panelist). Current problems faced by I/O Psychology. Panel discussion presented at the annual meeting of the Southeastern I/O Psychology Association, Washington, D.C.
- _____ (August 1988). (Discussant). Occupational analysis and the *Dictionary of Occupational Titles*. Symposium presented at the American Psychological Association's Annual Convention, Atlanta.
- _____ (April 1988). (Panelist). How can we promote/ strengthen I/O graduate programs in psychology departments. Round Table Discussion presented at the Third Annual Conference of the Society for I/O Psychology, Dallas.
- _____ (April 1988). (Discussant). Troublesome questions in job analysis. Symposium presented at the Third Annual Conference of the Society for I/O Psychology, Dallas.
- _____ (April 1988). Capturing rater policies for judging overall task importance. Paper presented at the Third Annual Conference of the Society for I/O Psychology, Dallas. (Co-author: J. Sanchez).
- _____ (February 1988). (Invited Address). Performance appraisal: Technical aspects. Presented at the Annual Meeting of the Society for Psychologists in Management, Tampa.
- _____ (August 1987). (Invited Workshop Leader). Job Analysis. Invited workshop

- _____ (August 1987). (Discussant). Public sector personnel assessment: Issues, achievements and opportunities. Symposium presented at the American Psychological Association's Annual Convention.
- _____ (April 1987). The relationship of task specific self-esteem and performance. A path model. Poster session presented at the Second Annual Meeting of the Society for I/O Psychology, Atlanta (Co-author: S. A. McIntire).
- _____ (August 1986). (Chairperson). Recent corporate programs of employee development: Discussion of innovative strategies. Symposium presented at the American Psychological Association's Annual Convention, Washington, D.C.
- _____ (April 1986). (Discussant). Advances in tailoring job analysis methods for specific applications. Symposium presented at the First Annual Meeting of the Society for I/O Psychology, Chicago.
- _____ (March 1986). Generalizability of validities for selection in skilled and semi-skilled craft jobs. Paper presented at the Southeastern Psychological Association Annual Meeting, Orlando. (Coauthors: J. Cannon, P. Spector, S. Gael).
- _____ (March 1986). Self-consistency versus self-enhancement theories of self-esteem and task performance: A test using task specific self-esteem. Paper presented at the Southeastern Psychological Association Annual Meeting, Orlando. (Coauthor: J. Cannon).
- _____ (March 1986). (Chairperson). Innovations in job analysis applications. Symposium presented at the Southeastern I/O Psychological Association Annual Meeting, Orlando.
- _____ (March 1986). (Panelist). Job analysis systems in selected organizations: A description and evaluation. Paper presented at the Southeastern I/O Psychological Association Annual Meeting, Orlando. (Coauthors: F. Sistrunk, K. McNutt, S. Gael).
- _____ (March 1985). Meta-analysis: Problems and prospects. Paper presented at the Southeastern Psychological Association Annual Meeting, Atlanta. (Coauthor: P. Spector).
- _____ (August 1984). (Panelist). Career change: Industry to academe and vice versa. Symposium presented at the American Psychological Association's Annual Convention, Toronto, Canada.
- _____ (August 1984). Comparative validity of self-predictions and alternative measures in psychological assessment. Poster session presented at the American Psychological Association's Annual Convention, Toronto, Canada. (Coauthor: S. McIntire).
- _____ (September 1983). Selecting a job analysis approach. Invited address presented at the annual meeting of the Personnel Testing Council of Southern California, Los Angeles.

- _____ (1978). Exploratory comparative study of four job analysis methods. Invited address delivered at the American Psychological Association's Annual Convention, Toronto, on the occasion of receiving first prize in APA's Division of Consulting Psychology Research Award competition.
- _____ (1978). (Chairperson). Organizational applications of self-appraisal and self-assessment: Another look. Symposium presented at the American Psychological Association's Annual Convention, Toronto. Published in *Personnel Psychology*, 1980, 33, 259-300.
- _____ (November 1978). The collection, analysis and use of information about jobs in the criminal justice system. Invited paper presented at the Law Enforcement Assistance Administration Conference on Job Analysis, Dallas, Texas. (Coauthors: R. Ash, F. Sistrunk, P. Smith). Published in U. S. Department of Justice, LEAA. *Proceedings of the National Symposium on Job/Task Analysis*, Washington, D.C., Office of Criminal Justice Education and Training, 1979.
- _____ (1978). (Panelist). Validity of a matching approach to personnel selection. Paper presented at the Southeastern Psychological Association Annual Meeting, Atlanta.
- _____ (1977). (Panelist). Results of a "State of the Art" survey of job analysis in the public sector. Paper presented at the 57th Annual Western Psychological Association Meeting, Seattle. (Paper coauthor: L. J. Bennett).
- _____ (1977). (Chairperson). Symposium on job-related issues. Presented at 57th Annual Western Psychological Association Meeting, Seattle.
- _____ (May 1976). (Panelist). Employment for Psychologists: Straight up or on the rocks (Session II). Workshop presented at the Rocky Mountain Psychological Association's Annual Convention, Phoenix.
- _____ (November 1975). (Panelist). Techniques in personal interviewing for personnel selection purposes. Paper presented at the Joint Conference of the American Society for Public Administration and the Western Governmental Research Association, Phoenix.
- _____ (November 1975). (Chairperson). Federal requirements and public personnel. Symposium presented at the Joint Conference of the American Society for Public Administration and the Western Governmental Research Association, Phoenix.
- _____ (1974). (Panelist). Arizona's Selection Resource Center: Progress and prospects. Paper presented at the Intergovernmental Personnel Program Annual Convention, San Francisco.
- _____ (1974). (Chairperson). Personnel psychology in the "Real World." Practitioners discuss their research in a public employment setting. Symposium presented at the annual convention of the Arizona State Psychological Association, Phoenix.

_____ (April 1974). (Chairperson). The practice of industrial and organizational psychology in a public personnel setting. Symposium presented at the Western Psychological Association's Annual Convention, San Francisco.

_____ (1973). (Chairperson). Recent legislation and its impact on Personnel Psychology. Symposium presented at Arizona State Psychological Association's Annual Convention, Flagstaff.

_____ (1972). (Panelist). IPA examining and selection projects: progress and prospects. Panel presentation at Intergovernmental Personnel Program Annual Convention, San Francisco.

