

Midot's Research Papers

Journal and Magazine Articles

- Martínez, L. Risk Indicators and Contra Productive Behaviours in Organizations: Psychometric Analysis and Relation with Socio Cultural Context. *To be published.*
- Blumen, S., Bayona, H., Givoli, S., Pecker, G., & Fine, S. (2017). Validation Study of a Multi-Method Integrity Test in a Peruvian Sample. *Revista de Psicología, 35(1)*, 347-370.
- Fine, S., Goldenberg, J., & Noam, Y. (2016). Beware of Those Left Behind: Counterproductive Work Behaviors Among Non-promoted Employees and the Moderating Effect of Integrity. *Journal of Applied Psychology, 101(12)*, 1721-1729.
- Evers, A., McCormick, C.M., Hawley, L.R., Muñiz, J., Balboni, G., Bartram, D., Boben, D., Egeland, J., El-Hassan, K., Fernández-Hermida, J.R., Fine, S., Frans, Ö., Gintiliené, G., Hagemeister, C., Halama, P., Iliescu, D., Jaworowska, A., Jiménez, P., Manthouli, M., Matesic, K., Michaelsen, L., Mogaji, A., Morley-Kirk, J., Rózsa, S., Rowlands, L., Schittekatte, M., Sümer, H.C., Suwartono, T., Urbánek, T., Wechsler, S., Zelenevska, T., Zanev, S., & Zhang, J. (2016). Testing Practices and Attitudes Toward Tests and Testing: An International Survey. *International Journal of Testing, 1*-33.
- Fine, S., & Pirak, M. (2016). Faking fast and slow: Within-person response time latencies for measuring faking in personnel testing. *Journal of Business and Psychology, 31(1)*, 51-64. 2016 Editor Commendation Award.
- Pecker, G., & Fine, S. (2015). Using exit surveys to assess counterproductive work behaviors: A case study. *Psychological Reports, 116(1)*, 89-96.
- Fine, S. (2014). Further "tempering hard times": Integrating integrity metrics into utility analyses. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 7(4)*, 576-579.
- Fine, S. (2014). Faking in psychological testing: What we know today. [in Hebrew]. *Psychoactualia: Journal of the Israeli Psychological Association, May*, 22-29.
- Fine, S. (2014). Faking in personality assessments as a concept in psychometric theory [in Hebrew]. *Bulletin of the Israeli Psychometric Association, 15*, 10-12.
- Sulea, C., Fine, S., Fischmann, G., Sava, F. A., & Dumitru, C. (2013). The moderating effects of personality on the relationship between abusive supervision and counterproductive work behaviors. *Journal of Personnel Psychology, 12(4)*, 196-200.
- Fine, S., & Gottleib-Litvin, G. (2013). Justifying counterproductive work behaviors and an integrity-based conditional reasoning test: Back to the drawing board? *International Journal of Selection and Assessment, 21(3)*, 328-333.

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- Fine, S. (2013). Practical guidelines for implementing pre-employment integrity tests. *Public Personnel Management, 42*(2), 280-291.
- Fine, S. (2013). A look at cross-cultural integrity testing in three banks. *Personnel Review, 42*(3), 266-280.
- Fine, S. (2013). A critical look at psychological testing in Israel, and comparisons with its European neighbors. *International Journal of Testing, 13*(3), 249-271.
- Reprinted as: Fine, S. (2012). A critical look at psychological testing in Israel [in Hebrew]. *Psychoactualia: Journal of the Israeli Psychological Association, July*, 32-35.
- Fine, S. (2012). Estimating the economic impact of personnel selection tools on counterproductive work behaviors. *Economics and Business Letters, 1*(4), 1-9.
- Fine, S., Nevo, B., & Hemi, M. (2012). Pre-employment integrity testing in Israel: A validation study. *Journal of Organizational Psychology, 12*(1), 79-92.
- Reprinted as: Fine, S., Nevo, B., & Hemi, M. (in press). Pre-employment integrity testing in Israel: A validation study. [in Hebrew]. *Megamot*.
- Fine, S. (2012). A look at diversity in the workplace and the fairness of selection tests for recruiting minority groups. [in Hebrew]. *Psychoactualia: Journal of the Israeli Psychological Association, July*, 20-31.
- Fine, S., Meng, H., Feldman, G., & Nevo, B. (2012). The psychological predictors of successful entrepreneurship in China: An empirical study. *International Journal of Management, 29*(1/2), 279-292.
- Fine, S. (2012). A look at diversity in the workplace and the fairness of selection tests for recruiting minority groups. [in Hebrew]. *Psychoactualia: Journal of the Israeli Psychological Association, July*, 20-31.
- Fine, S. (2012). Psychometrics and decision making: A book review [in Hebrew]. *Bulletin of the Israeli Psychometric Association, 12*, 7.
- Fine, S., & Nevo, B. (2011). Overqualified job applicants: We still need predictive models. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 4*(2), 240-242.
- Fine, S. (2011). Updating the "Standards". [in Hebrew]. *Bulletin of the Israeli Psychometric Association, 10*, 6.
- Fine, S. (2010). Pre-employment integrity testing across multiple job industries. *Psychological Reports, 107*(2), 1-4.
- Fine, S. (2010). Cross-cultural integrity testing as a marker of regional corruption rates. *International Journal of Selection & Assessment, 18*(3), 251-259.
- Fine, S., Horowitz, I., Weigler, H., & Basis, L. (2010). Is good character good enough? The effects of situational variables on the relationship between integrity and counterproductive work behaviors. *Human Resource Management Review, 20*(1), 73-84.

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- Fine, S., & Horowitz, I. (2010). The dangers of narcissistic leadership in the workplace. [in Hebrew]. *Human Resources Magazine*, 273/274, 22-25.
- Fine, S. (2010). Faking in selection testing: A book review. [in Hebrew]. *Bulletin of the Israeli Psychometric Association*, 9, 10.
- Fine, S. (2010). Practical guidelines for implementing pre-employment integrity tests. [in Hebrew]. *Psychoactualia: Journal of the Israeli Psychological Association*, April, 52-56.
- Fine, S., & Horowitz, I. (2010). Managing big egos. *Security Management*, 4, 121-122.
- Meng, H., Fine, S., & Feldman, G., et al. (2009). The effect of emotional stability and verbal reasoning ability on successful entrepreneurial performance. [in Chinese]. *Psychological Research*, 2(2), 51-55.
- Nye, C., Do, B.-R., Drasgow, F., & Fine, S. (2008). Two-step testing in employee selection: Is score inflation a problem? *International Journal of Selection and Assessment*, 16(2), 112-120.
- Fine, S. (2008). The usefulness of integrity testing in personnel selection. [in Hebrew]. *Human Resources Magazine*, 243, 32-37.
- Reprinted as: Fine, S. (2012). Measuring employee integrity. [in Spanish]. *Ergo: Journal of the Human Resources Association of Argentina (ADRHA)*, 48-55.

Professional Conferences & Invited Lectures

- Givoli, S., Fine, S., Pecker, G., & Ortiz, J. (2016, June). *Safety First: Psychometric Predictors of Workplace Safety and Accidents for Employee Selection*. Paper to be presented at the 10th annual conference of the International Test Commission. Vancouver, British Columbia, Canada.
- Givoli, S. (2016, April). *Counter Measures for Counter-Productive Work Behaviors*. Invited lecture presented at a course of the Department of Behavioral Sciences (MAMDA), Israel Defense Forces, Tel Aviv, Israel.
- Fine, S., Goldenberg, J., & Noam, Y. (2016, April). *Counter-productivity among non-promoted employees, and integrity as a moderator*. Poster presented at the 31st annual conference of the Society of Industrial and Organizational Psychology. Anaheim, California.
- Fine, S., & Edward, M. (2016, January). *Overqualified employees and the risk of counterproductive work behaviors*. Paper presented at the 12th Conference of the Israeli Psychometric Association, Tel-Aviv, Israel.
- Fine, S., & Edward, M. (2015, May). *Overqualified employees and the risk of counterproductive work behaviors*. Paper to be presented at the 17th Conference of the European Association of Work and Organizational Psychology, Oslo, Norway.

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- Pecker, G., & Fine, S. (2015, May). *Using exit surveys to evaluate counterproductive work behaviors*. Paper to be presented at the 17th Conference of the European Association of Work and Organizational Psychology, Oslo, Norway.
- Fine, S. (2014, July). *Assessing early voluntary turnover potential among job applicants*. Presented at the 28th International Congress of Applied Psychology (ICAP), Paris, France.
- Fine, S., & Pirak, M., & Pecker, G. (2014, July). *Detecting faking using within subject reaction time latencies*. Presented at the 28th International Congress of Applied Psychology (ICAP), Paris, France.
- Pecker, G., & Fine, S. (2014, July). *A multi-method approach to predicting CWB – the best of all worlds?* Presented at the 28th International Congress of Applied Psychology (ICAP), Paris, France.
- Pirak, M., & Fine, S. (2014, January). *Measuring within subject faking with reaction times*. Paper presented at the 10th Annual Conference of the Israel Psychometric Association, Ramat Gan, Israel.
- Fine, S. (2013, May). *Estimating the economic impact of personnel selection tools on counterproductive work behaviors*. Paper presented at the 16th annual conference of the European Association of Work and Organizational Psychology, Munster, Germany.
- Fine, S., & Kusch, R. I. (2013, May; Co-chair). *Personnel selection and recruitment 3*. Paper session presented at the 16th annual conference of the European Association of Work and Organizational Psychology, Munster, Germany.
- Fine, S. (2013, February). *A look at psychological testing in Israel: The new challenges*. Paper presented at the 9th Annual Conference of the Israel Psychological Association, Jerusalem, Israel.
- Evers, A., Muñiz, J., Bartram, D., Iliescu, D., Balboni, G., Fine, S., et al. (2012, July). *Testing practices and attitudes towards tests*. Paper presented at the 8th Annual Conference of the International Test Commission, Amsterdam, The Netherlands.
- Fine, S., & Bernstein, D. (2012, July). *Psychological testing in Israel: New challenges, old issues*. Paper presented at the 8th Annual Conference of the International Test Commission, Amsterdam, The Netherlands.
- Fine, S. (2012, June). *Internet testing in personnel selection*. Invited lecture presented the Department of Psychology, Tel Aviv-Yaffo Academic College, Tel Aviv, Israel.
- Fine, S. (2012, May). *Internet testing in personnel selection*. Invited lecture presented the Department of Behavioral Sciences, Bar Ilan University, Ramat-Gan, Israel.
- Erdogan, B., Bauer, T., Fine, S., Luksyte, A., Maynard, D., Peiro, J. M., Ryan, F. M. (2012, April). *Invited incubator session on overqualification*. The 27th Annual Conference of the Society of Industrial and Organizational Psychology, San Diego, California.

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- Barhak, M., & Fine, S. (2012, February). *The effectiveness of “inferential norming” with small samples*. Paper to be presented at the 8th Annual Conference of the Israel Psychological Association, Tel Aviv, Israel.
- Gottlieb, Y., & Fine, S. (2012, February). *Conditional reasoning: An implicit method for personality assessment?* Paper to be presented at the 8th Annual Conference of the Israel Psychological Association, Tel Aviv, Israel.
- Fine, S., & Basis, L. (2011, May). *Fairness between Arabs and Jews in pre-employment integrity testing*. Paper presented at the 15th annual conference of the European Association of Work and Organizational Psychology, Maastricht, The Netherlands.
- Fine, S. (2011, May). *Justifying counterproductive work behaviors and conditional reasoning*. Paper presented at the 15th annual conference of the European Association of Work and Organizational Psychology, Maastricht, The Netherlands.
- Fine, S., Nevo, B., & Hemi, M. (2011, April). *Pre-employment integrity testing in Israel: A validation study*. Poster presented at the 26th Annual Conference of the Society of Industrial and Organizational Psychology, Chicago, Illinois.
- Fine, S. (2011, April). Symposium discussant in E. Lobene, & A. Meade. *Perceived overqualification: New developments in research*. Presented at the 26th Annual Conference of the Society of Industrial and Organizational Psychology, Chicago, Illinois.
- Komar, S., & Fine, S. (2011, April). *Detecting faking with response time latencies: A new within-subject technique*. Paper presented at the 26th Annual Conference of the Society of Industrial and Organizational Psychology, Chicago, Illinois.
- Fine, S. (2011, April). *Internet testing in personnel selection: Advantages, challenges and trends*. Invited lecture presented at a special meeting of the Department of Behavioral Sciences (MAMDA), Israel Defense Forces, Tel Aviv, Israel.
- Fine, S. (2011, March). *Integrity in the world of work*. Invited lecture presented at the Department of Behavioral Sciences, Netanya Academic College, Netanya, Israel.
- Fine, S. (2011, January). *Integrity and corruption: A national level analysis*. Paper presented at the 7th Annual Conference of the Israeli Psychometric Association, Jerusalem, Israel.
- Fine, S. (2010, December). *The relationship between personal integrity and regional corruption*. The 3rd Academic Research Conference of Transparency International (TI) Israel, Tel Aviv, Israel.
- Fine, S., Rigbi, A., & Gottlieb, Y. (2010, August). *What were you thinking?! The justification of counterproductive work behaviors*. Paper presented at the 118th Annual Convention of the American Psychological Association, San Diego, California.

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- Fine, S. (2010, August). *The effectiveness of pre-employment integrity testing in multiple industries*. Paper presented at the 118th Annual Convention of the American Psychological Association, San Diego, California.
- Fine, S. (2010, July; Chair). *Organizational fit, engagement, and commitment*. Symposium presented at the 27th International Congress of Applied Psychology, Melbourne, Australia.
- Fine, S. (2010, July). *Integrity and corruption: A cross-cultural analysis*. Paper presented at the 27th International Congress of Applied Psychology, Melbourne, Australia.
- Fine, S. (2010, July). *Cross-cultural validity of integrity testing: A tale of three banks*. Paper presented at the 27th International Congress of Applied Psychology, Melbourne, Australia.
- Koehler, T., Gonzalez, M., & Fine, S. (2010, July). *Is integrity universal across cultures? Conceptual and measurement challenges*. Paper presented at the 27th International Congress of Applied Psychology, Melbourne, Australia.
- Fine, S. (2010, February). *The role of selection and assessment in employee risk management*. Invited lecture presented at the Ariel University Center of Samaria, Department of Psychology, Ariel, Israel.
- Fine, S. (2010, February; Chair). Untitled symposium presented at the 6th Annual Conference of the Israeli Psychometric Association, Tel Aviv, Israel.
- Fine, S. (2009, December). *Integrity testing and counterproductive behaviors in Israel*. The 2nd Academic Research Conference of Transparency International (TI) Israel, Tel Aviv, Israel.
- Fine, S. (2009, July). *The influence of employee engagement and security controls on integrity test validity for predicting organizational crimes*. Paper presented at the Annual Conference of the Israel Psychological Association, Tel Aviv, Israel.
- Fine, S. (2009, May). *Integrity testing in personnel psychology*. Invited lecture presented at a special meeting of the Selection Branch, Department of Behavioral Sciences (MAMDA), Israel Defense Forces, Tel HaShomer, Israel.
- Sulea, C., & Fine, S. (2009, May; Co-chair). *Human resource management: Selection and assessment dark side*. Symposium presented at the 14th European Congress of Work and Organizational Psychology, Santiago de Compostela, Spain.
- Fine, S. (2009, May). *Managing personnel risk: Integrity, disengagement, and counterproductive behaviors*. Paper presented at the 14th European Congress of Work and Organizational Psychology, Santiago de Compostela, Spain.
- Do, B.-R., Nye, C., Drasgow, F., & Fine, S. (2009, April). *Measurement equivalence of proctored and unproctored internet testing across languages*. Paper presented at the 24th Annual Conference of the Society of Industrial and Organizational Psychology, New Orleans, Louisiana.

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- Fine, S., & Basis, L. (2009, February). *Integrity testing as part of the selection and assessment process*. Paper presented at the 5th Annual Conference of the Israeli Psychometric Association, Jerusalem, Israel.
- Fine, S. (2009, January). *The mediating effects of situational variables on integrity test validity in personnel selection*. Paper presented at the Annual Conference of the British Psychological Society, Division of Occupational Psychology, Blackpool, UK.

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