

Ellen Ernst Kossek

List of Publications by Year in descending order

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Version: 2024-02-01

96
papers

10,634
citations

57758

44
h-index

48315

88
g-index

99
all docs

99
docs citations

99
times ranked

4862
citing authors

#	ARTICLE	IF	CITATIONS
1	Work-family conflict, policies, and the job-life satisfaction relationship: A review and directions for organizational behavior-human resources research.. Journal of Applied Psychology, 1998, 83, 139-149.	5.3	1,190
2	WORKPLACE SOCIAL SUPPORT AND WORK-FAMILY CONFLICT: A META-ANALYSIS CLARIFYING THE INFLUENCE OF GENERAL AND WORK-FAMILY-SPECIFIC SUPERVISOR AND ORGANIZATIONAL SUPPORT. Personnel Psychology, 2011, 64, 289-313.	2.8	853
3	Telecommuting, control, and boundary management: Correlates of policy use and practice, job control, and work-family effectiveness. Journal of Vocational Behavior, 2006, 68, 347-367.	3.4	701
4	Development and Validation of a Multidimensional Measure of Family Supportive Supervisor Behaviors (FSSB). Journal of Management, 2009, 35, 837-856.	9.3	539
5	Clarifying work-family intervention processes: The roles of work-family conflict and family-supportive supervisor behaviors.. Journal of Applied Psychology, 2011, 96, 134-150.	5.3	435
6	Work-nonwork boundary management profiles: A person-centered approach. Journal of Vocational Behavior, 2012, 81, 112-128.	3.4	362
7	Changing Work and Work-Family Conflict. American Sociological Review, 2014, 79, 485-516.	5.2	341
8	Work-life initiatives and organizational change: Overcoming mixed messages to move from the margin to the mainstream. Human Relations, 2010, 63, 3-19.	5.4	320
9	Assessing diversity climate: A field study of reactions to employer efforts to promote diversity. Journal of Organizational Behavior, 1993, 14, 61-81.	4.7	304
10	Bridging the work-family policy and productivity gap: A literature review. Community, Work and Family, 1999, 2, 7-32.	2.2	278
11	Work-family boundary management styles in organizations. Organizational Psychology Review, 2012, 2, 152-171.	4.3	264
12	The Contemporary Career: A Work-Home Perspective. Annual Review of Organizational Psychology and Organizational Behavior, 2014, 1, 361-388.	9.9	246
13	Getting There from Here: Research on the Effects of Work-Family Initiatives on Work-Family Conflict and Business Outcomes. Academy of Management Annals, 2008, 2, 305-349.	9.6	233
14	Work-life policy implementation: Breaking down or creating barriers to inclusiveness?. Human Resource Management, 2008, 47, 295-310.	5.8	228
15	Getting There from Here: Research on the Effects of Work-Family Initiatives on Work-Family Conflict and Business Outcomes. Academy of Management Annals, 2008, 2, 305-349.	9.6	214
16	CAREER SELF-MANAGEMENT: A QUASI-EXPERIMENTAL ASSESSMENT OF THE EFFECTS OF A TRAINING INTERVENTION. Personnel Psychology, 1998, 51, 935-960.	2.8	207
17	How Work-Family Research Can Finally Have an Impact in Organizations. Industrial and Organizational Psychology, 2011, 4, 352-369.	0.6	205
18	Supervisory approaches and paradoxes in managing telecommuting implementation. Human Relations, 2009, 62, 795-827.	5.4	188

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19	Measurement development and validation of the Family Supportive Supervisor Behavior Short-Form (FSSB-SF).. Journal of Occupational Health Psychology, 2013, 18, 285-296.	3.3	183
20	Does a Flexibility/Support Organizational Initiative Improve High-Tech Employeesâ€™ Well-Being? Evidence from the Work, Family, and Health Network. American Sociological Review, 2016, 81, 134-164.	5.2	175
21	Workâ€™Life Flexibility for Whom? Occupational Status and Workâ€™Life Inequality in Upper, Middle, and Lower Level Jobs. Academy of Management Annals, 2018, 12, 5-36.	9.6	173
22	â€™Opting Outâ€™ or â€™Pushed Outâ€™? Integrating Perspectives on Womenâ€™s Career Equality for Gender Inclusion and Interventions. Journal of Management, 2017, 43, 228-254.	9.3	159
23	Managing workâ€™life boundaries in the digital age. Organizational Dynamics, 2016, 45, 258-270.	2.6	145
24	Designing Work, Family & Health Organizational Change Initiatives. Organizational Dynamics, 2014, 43, 53-63.	2.6	127
25	Resilience: A Review Using a Grounded Integrated Occupational Approach. Academy of Management Annals, 2016, 10, 00-00.	9.6	127
26	Workâ€™family conflict, family-supportive supervisor behaviors (FSSB), and sleep outcomes.. Journal of Occupational Health Psychology, 2014, 19, 155-167.	3.3	124
27	Resilience: A Review Using a Grounded Integrated Occupational Approach. Academy of Management Annals, 2016, 10, 729-797.	9.6	111
28	Theorizing national context to develop comparative workâ€™life research: A review and research agenda. European Management Journal, 2013, 31, 433-447.	5.1	107
29	Using flexible schedules in the managerial world: The power of peers. Human Resource Management, 1999, 38, 33-46.	5.8	106
30	Less need to be there: Cross-level effects of work practices that support work-life flexibility and enhance group processes and group-level OCB. Human Relations, 2007, 60, 1123-1154.	5.4	99
31	Human Resources Management Innovation. Human Resource Management, 1987, 26, 71-92.	5.8	85
32	Intervention effects on safety compliance and citizenship behaviors: Evidence from the work, family, and health study.. Journal of Applied Psychology, 2016, 101, 190-208.	5.3	84
33	Bidirectional, Temporal Associations of Sleep with Positive Events, Affect, and Stressors in Daily Life Across a Week. Annals of Behavioral Medicine, 2017, 51, 402-415.	2.9	84
34	The inclusion challenge with reducedâ€™load professionals: The role of the manager. Human Resource Management, 2008, 47, 443-461.	5.8	79
35	Increasing diversity as an HRM change strategy. Journal of Organizational Change Management, 2003, 16, 328-352.	2.7	78
36	Women's career equality and leadership in organizations: Creating an evidenceâ€™based positive change. Human Resource Management, 2018, 57, 813-822.	5.8	72

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37	THE ACCEPTANCE OF HUMAN RESOURCE INNOVATION BY MULTIPLE CONSTITUENCIES. <i>Personnel Psychology</i> , 1989, 42, 263-281.	2.8	71
38	DIVERSITY IN CHILD CARE ASSISTANCE NEEDS: EMPLOYEE PROBLEMS, PREFERENCES, AND WORK-RELATED OUTCOMES. <i>Personnel Psychology</i> , 1990, 43, 769-791.	2.8	70
39	The Dominant Logic of Employer-Sponsored Work and Family Initiatives: Human Resource Managers' Institutional Role. <i>Human Relations</i> , 1994, 47, 1121-1149.	5.4	69
40	Achieving employee wellbeing in a changing work environment. <i>International Journal of Manpower</i> , 2012, 33, 738-753.	4.4	67
41	Waiting for innovation in the human resources department: Godot implements a human resource information system. <i>Human Resource Management</i> , 1994, 33, 135-159.	5.8	64
42	Caregiving Decisions, Well-Being, and Performance: The Effects of Place and Provider as a Function of Dependent Type and Work-Family Climates. <i>Academy of Management Journal</i> , 2001, 44, 29-44.	6.3	54
43	Entangled strands: A process perspective on the evolution of careers in the context of personal, family, work, and community life. <i>Human Relations</i> , 2011, 64, 1531-1553.	5.4	52
44	Nonwork orientations relative to career: A multidimensional measure. <i>Journal of Vocational Behavior</i> , 2013, 83, 539-550.	3.4	49
45	Line Managers'™ Rationales for Professionals'™ Reduced-Load Work in Embracing and Ambivalent Organizations. <i>Human Resource Management</i> , 2016, 55, 143-171.	5.8	44
46	From ideal workers to ideal work for all: A 50-year review integrating careers and work-family research with a future research agenda. <i>Journal of Vocational Behavior</i> , 2021, 126, 103504.	3.4	44
47	Maternal Bodies as Taboo at Work: New Perspectives on the Marginalizing of Senior-level Women in Organizations. <i>Academy of Management Perspectives</i> , 2017, 31, 239-252.	6.8	43
48	Managing a blended workforce. <i>Organizational Dynamics</i> , 2011, 40, 10-17.	2.6	41
49	Implementing organizational work-life interventions: toward a triple bottom line. <i>Community, Work and Family</i> , 2016, 19, 242-256.	2.2	40
50	Work-Life Flexibility Policies: Do Unions Affect Employee Access and Use?. <i>ILR Review</i> , 2014, 67, 111-137.	2.3	38
51	Caring for the elderly at work and home: Can a randomized organizational intervention improve psychological health?. <i>Journal of Occupational Health Psychology</i> , 2019, 24, 36-54.	3.3	35
52	Pushing the boundaries: A qualitative study of how stem women adapted to disrupted work-life nonwork boundaries during the COVID-19 pandemic.. <i>Journal of Applied Psychology</i> , 2021, 106, 1615-1629.	5.3	34
53	Collective bargaining and public policy: Pathways to work-family policy adoption in Australia and the United States. <i>European Management Journal</i> , 2013, 31, 495-504.	5.1	31
54	Misery Loves Company: An Investigation of Couples'™ Interrole Conflict Congruence. <i>Academy of Management Journal</i> , 2018, 61, 715-737.	6.3	29

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55	Lasting Impression: Transformational Leadership and Family Supportive Supervision as Resources for Well-Being and Performance. <i>Occupational Health Science</i> , 2018, 2, 1-24.	1.6	28
56	Implementing a reduced-workload arrangement to retain high talent: A case study.. <i>Psychologist-Manager Journal</i> , 2008, 11, 49-64.	0.3	25
57	Pursuing Career Success while Sustaining Personal and Family Well-Being: A Study of Reduced-Load Professionals over Time. <i>Journal of Social Issues</i> , 2012, 68, 742-766.	3.3	25
58	The Effects of Race and Ethnicity on Perceptions of Human Resource Policies and Climate Regarding Diversity. <i>Journal of Business and Technical Communication</i> , 1994, 8, 319-334.	2.0	24
59	Sustaining work force inclusion and well-being of mothers on public assistance: Individual deficit and social ecology perspectives. <i>Journal of Vocational Behavior</i> , 2003, 62, 155-175.	3.4	22
60	Desperately seeking sustainable careers: Redesigning professional jobs for the collaborative crafting of reduced-load work. <i>Journal of Vocational Behavior</i> , 2020, 117, 103315.	3.4	22
61	Work and Family in America: Growing Tensions between Employment Policy and a Transformed Workforce. , 2006, , 53-71.		22
62	Innovative Ideas on How Work-Family Research Can Have More Impact. <i>Industrial and Organizational Psychology</i> , 2011, 4, 426-432.	0.6	21
63	Assessing Employees' Emerging Elder Care Needs and Reactions to Dependent Care Benefits. <i>Public Personnel Management</i> , 1993, 22, 617-638.	2.9	20
64	The effects of a cluster randomized controlled workplace intervention on sleep and work-family conflict outcomes in an extended care setting. <i>Sleep Health</i> , 2016, 2, 297-308.	2.5	19
65	Rating Expatriate Leader Effectiveness in Multisource Feedback Systems: Cultural Distance and Hierarchical Effects. <i>Human Resource Management</i> , 2017, 56, 151-172.	5.8	19
66	Sustaining sleep: Results from the randomized controlled work, family, and health study.. <i>Journal of Occupational Health Psychology</i> , 2019, 24, 180-197.	3.3	19
67	Filling the Holes. <i>ILR Review</i> , 2016, 69, 961-990.	2.3	18
68	Human resource manager insights on creating and sustaining successful reduced-load work arrangements. <i>Human Resource Management</i> , 2008, 47, 707-727.	5.8	17
69	The Family Time Squeeze: Perceived Family Time Adequacy Buffers Work Strain in Certified Nursing Assistants With Multiple Caregiving Roles. <i>Gerontologist</i> , The, 2018, 58, gnw191.	3.9	17
70	The working poor: Locked out of careers and the organizational mainstream?. <i>Academy of Management Perspectives</i> , 1997, 11, 76-92.	6.8	16
71	Day-to-Day Inconsistency in Parent Knowledge: Links With Youth Health and Parents' Stress. <i>Journal of Adolescent Health</i> , 2015, 56, 293-299.	2.5	14
72	Work Schedule Patching in Health Care: Exploring Implementation Approaches. <i>Work and Occupations</i> , 2020, 47, 228-261.	4.4	13

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73	Boundary Management Permeability and Relationship Satisfaction in Dual-Earner Couples: The Asymmetrical Gender Effect. <i>Frontiers in Psychology</i> , 2018, 9, 1723.	2.1	12
74	Manager Characteristics and Employee Job Insecurity Around a Merger Announcement: The Role of Status and Crossover. <i>Sociological Quarterly</i> , 2015, 56, 558-580.	1.2	11
75	When Mothersâ€™ Work Matters for Youthsâ€™ Daily Time Use: Implications of Evening and Weekend Shifts. <i>Journal of Child and Family Studies</i> , 2017, 26, 2077-2089.	1.3	11
76	Cross-Level Dynamics between Changing Organizations and Career Patterns of Reduced-Load Professionals. <i>Organization Studies</i> , 2011, 32, 1681-1700.	5.3	9
77	Capturing social and cultural influences: relating individual work-life experiences to context. <i>Community, Work and Family</i> , 2015, 18, 371-376.	2.2	9
78	The coronavirus & workâ€™life inequality: Three evidence-based initiatives to update U.S. workâ€™life employment policies. <i>Behavioral Science and Policy</i> , 2020, 6, 77-85.	0.4	8
79	Affective Reactions to Leadership Education: An Exploration of the Same-Gender Effect. <i>Journal of Applied Behavioral Science</i> , 1992, 28, 102-117.	3.3	7
80	Community distress predicting welfare exits: The under-examined factor for families in the united states. <i>Community, Work and Family</i> , 1999, 2, 173-186.	2.2	7
81	Making Flexibility More I-Deal: Advancing Work-Life Equality Collectively. <i>Group and Organization Management</i> , 2023, 48, 317-349.	4.4	7
82	Using organizational science research to address U.S. federal agenciesâ€™ management & labor needs. <i>Behavioral Science and Policy</i> , 2016, 2, 66-76.	0.4	6
83	Virtuality at Work: A Doubled-Edged Sword for Womenâ€™s Career Equality?. <i>Academy of Management Annals</i> , 2023, 17, 113-140.	9.6	6
84	Supporting employees' work-family needs improves health care quality: Longitudinal evidence from long-term care. <i>Social Science and Medicine</i> , 2016, 157, 111-119.	3.8	5
85	A multilevel model of care flow. <i>Organizational Psychology Review</i> , 2018, 8, 31-69.	4.3	5
86	Managing concurrent change initiatives: Integrating quality and work/family strategies. <i>Organizational Dynamics</i> , 1997, 25, 21-37.	2.6	4
87	The employer as social arbiter: Considerations in limiting involvement in off-the-job behavior. <i>Employee Responsibilities and Rights Journal</i> , 1993, 6, 139-155.	1.4	2
88	Changing Organizations for a Changing Workforce: Improving Work-Life Implementation and Adaptation. <i>Proceedings - Academy of Management</i> , 2019, 2019, 17281.	0.1	2
89	Gender Power, Leadership, and Governance.. <i>Administrative Science Quarterly</i> , 1998, 43, 946.	6.9	1
90	AN ASSESSMENT OF INDIVIDUAL, WORK GROUP AND ORGANIZATIONAL INFLUENCES ON THE ACCEPTANCE OF FLEXIBLE WORK SCHEDULES.. <i>Proceedings - Academy of Management</i> , 1993, 1993, 116-120.	0.1	1

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91	The Human Side of Factory Automation The Human Side of Factory Automation By Majchrzak Ann San Francisco: Jossey-Bass 1988â€”390 pages. \$31.95. Academy of Management Perspectives, 1990, 4, 109-111.	6.8	0
92	Managing Work Scheduling in Organizations: Creating Positive Dynamics. Proceedings - Academy of Management, 2018, 2018, 14686.	0.1	0
93	Fostering Positive Organizational Dynamics in Challenging Employment Settings. Proceedings - Academy of Management, 2018, 2018, 16405.	0.1	0
94	Promoting Well-Being in Virtual Work. Proceedings - Academy of Management, 2019, 2019, 10956.	0.1	0
95	Interpersonal Perspectives on Work-Nonwork Dynamics: Theoretical & Empirical Explorations. Proceedings - Academy of Management, 2020, 2020, 17149.	0.1	0
96	Broadening our Sight on Workplace Flexibility to Include Under-Emphasized Perspectives. Proceedings - Academy of Management, 2020, 2020, 18394.	0.1	0