

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	Making Flexibility More I-Deal: Advancing Work-Life Equality Collectively. <i>Group and Organization Management</i> , 2023, 48, 317-349.	4.4	7
2	Virtuality at Work: A Doubled-Edged Sword for Women's Career Equality?. <i>Academy of Management Annals</i> , 2023, 17, 113-140.	9.6	6
3	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
4	Pushing the boundaries: A qualitative study of how stem women adapted to disrupted work-nonwork boundaries during the COVID-19 pandemic.. <i>Journal of Applied Psychology</i> , 2021, 106, 1615-1629.	5.3	34
5	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
6	Work Schedule Patching in Health Care: Exploring Implementation Approaches. <i>Work and Occupations</i> , 2020, 47, 228-261.	4.4	13
7	The coronavirus & work-life inequality: Three evidence-based initiatives to update U.S. work-life employment policies. <i>Behavioral Science and Policy</i> , 2020, 6, 77-85.	0.4	8
8	Interpersonal Perspectives on Work-Nonwork Dynamics: Theoretical & Empirical Explorations. <i>Proceedings - Academy of Management</i> , 2020, 2020, 17149.	0.1	0
9	Broadening our Sight on Workplace Flexibility to Include Under-Emphasized Perspectives. <i>Proceedings - Academy of Management</i> , 2020, 2020, 18394.	0.1	0
10	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
11	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
12	Changing Organizations for a Changing Workforce: Improving Work-Life Implementation and Adaptation. <i>Proceedings - Academy of Management</i> , 2019, 2019, 17281.	0.1	2
13	Promoting Well-Being in Virtual Work. <i>Proceedings - Academy of Management</i> , 2019, 2019, 10956.	0.1	0
14	The Family Time Squeeze: Perceived Family Time Adequacy Buffers Work Strain in Certified Nursing Assistants With Multiple Caregiving Roles. <i>Gerontologist</i> , 2018, 58, gnw191.	3.9	17
15	A multilevel model of care flow. <i>Organizational Psychology Review</i> , 2018, 8, 31-69.	4.3	5
16	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
17	Misery Loves Company: An Investigation of Couples' Interrole Conflict Congruence. <i>Academy of Management Journal</i> , 2018, 61, 715-737.	6.3	29
18	Work-Life Flexibility for Whom? Occupational Status and Work-Life Inequality in Upper, Middle, and Lower Level Jobs. <i>Academy of Management Annals</i> , 2018, 12, 5-36.	9.6	173

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19	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
20	Women's career equality and leadership in organizations: Creating an evidence-based positive change. <i>Human Resource Management</i> , 2018, 57, 813-822.	5.8	72
21	Managing Work Scheduling in Organizations: Creating Positive Dynamics. <i>Proceedings - Academy of Management</i> , 2018, 2018, 14686.	0.1	0
22	Fostering Positive Organizational Dynamics in Challenging Employment Settings. <i>Proceedings - Academy of Management</i> , 2018, 2018, 16405.	0.1	0
23	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
24	Bidirectional, Temporal Associations of Sleep with Positive Events, Affect, and Stressors in Daily Life Across a Week. <i>Annals of Behavioral Medicine</i> , 2017, 51, 402-415.	2.9	84
25	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
26	When Mothers'™ Work Matters for Youths'™ Daily Time Use: Implications of Evening and Weekend Shifts. <i>Journal of Child and Family Studies</i> , 2017, 26, 2077-2089.	1.3	11
27	“Opting Out” or “Pushed Out”? Integrating Perspectives on Women's™ Career Equality for Gender Inclusion and Interventions. <i>Journal of Management</i> , 2017, 43, 228-254.	9.3	159
28	Resilience: A Review Using a Grounded Integrated Occupational Approach. <i>Academy of Management Annals</i> , 2016, 10, 729-797.	9.6	111
29	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
30	Intervention effects on safety compliance and citizenship behaviors: Evidence from the work, family, and health study. <i>Journal of Applied Psychology</i> , 2016, 101, 190-208.	5.3	84
31	Managing work-life boundaries in the digital age. <i>Organizational Dynamics</i> , 2016, 45, 258-270.	2.6	145
32	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
33	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
34	Resilience: A Review Using a Grounded Integrated Occupational Approach. <i>Academy of Management Annals</i> , 2016, 10, 00-00.	9.6	127
35	Filling the Holes. <i>ILR Review</i> , 2016, 69, 961-990.	2.3	18
36	Implementing organizational work-life interventions: toward a triple bottom line. <i>Community, Work and Family</i> , 2016, 19, 242-256.	2.2	40

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37	Does a Flexibility/Support Organizational Initiative Improve High-Tech Employees' Well-Being? Evidence from the Work, Family, and Health Network. <i>American Sociological Review</i> , 2016, 81, 134-164.	5.2	175
38	Using organizational science research to address U.S. federal agencies' management & labor needs. <i>Behavioral Science and Policy</i> , 2016, 2, 66-76.	0.4	6
39	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
40	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
41	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
42	Work-Life Flexibility Policies: Do Unions Affect Employee Access and Use?. <i>ILR Review</i> , 2014, 67, 111-137.	2.3	38
43	Work-family conflict, family-supportive supervisor behaviors (FSSB), and sleep outcomes. <i>Journal of Occupational Health Psychology</i> , 2014, 19, 155-167.	3.3	124
44	Designing Work, Family & Health Organizational Change Initiatives. <i>Organizational Dynamics</i> , 2014, 43, 53-63.	2.6	127
45	The Contemporary Career: A Work-Home Perspective. <i>Annual Review of Organizational Psychology and Organizational Behavior</i> , 2014, 1, 361-388.	9.9	246
46	Changing Work and Work-Family Conflict. <i>American Sociological Review</i> , 2014, 79, 485-516.	5.2	341
47	Theorizing national context to develop comparative work-life research: A review and research agenda. <i>European Management Journal</i> , 2013, 31, 433-447.	5.1	107
48	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
49	Nonwork orientations relative to career: A multidimensional measure. <i>Journal of Vocational Behavior</i> , 2013, 83, 539-550.	3.4	49
50	Measurement development and validation of the Family Supportive Supervisor Behavior Short-Form (FSSB-SF). <i>Journal of Occupational Health Psychology</i> , 2013, 18, 285-296.	3.3	183
51	Work-family boundary management styles in organizations. <i>Organizational Psychology Review</i> , 2012, 2, 152-171.	4.3	264
52	Achieving employee wellbeing in a changing work environment. <i>International Journal of Manpower</i> , 2012, 33, 738-753.	4.4	67
53	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
54	Work-nonwork boundary management profiles: A person-centered approach. <i>Journal of Vocational Behavior</i> , 2012, 81, 112-128.	3.4	362

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55	Managing a blended workforce. <i>Organizational Dynamics</i> , 2011, 40, 10-17.	2.6	41
56	Clarifying workâ€‘family intervention processes: The roles of workâ€‘family conflict and family-supportive supervisor behaviors.. <i>Journal of Applied Psychology</i> , 2011, 96, 134-150.	5.3	435
57	WORKPLACE SOCIAL SUPPORT AND WORKâ€‘FAMILY CONFLICT: A METAâ€‘ANALYSIS CLARIFYING THE INFLUENCE OF GENERAL AND WORKâ€‘FAMILYâ€‘SPECIFIC SUPERVISOR AND ORGANIZATIONAL SUPPORT. <i>Personnel Psychology</i> , 2011, 64, 289-313.	2.8	853
58	How Workâ€‘Family Research Can Finally Have an Impact in Organizations. <i>Industrial and Organizational Psychology</i> , 2011, 4, 352-369.	0.6	205
59	Innovative Ideas on How Workâ€‘Family Research Can Have More Impact. <i>Industrial and Organizational Psychology</i> , 2011, 4, 426-432.	0.6	21
60	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
61	Cross-Level Dynamics between Changing Organizations and Career Patterns of Reduced-Load Professionals. <i>Organization Studies</i> , 2011, 32, 1681-1700.	5.3	9
62	Workâ€‘life initiatives and organizational change: Overcoming mixed messages to move from the margin to the mainstream. <i>Human Relations</i> , 2010, 63, 3-19.	5.4	320
63	Development and Validation of a Multidimensional Measure of Family Supportive Supervisor Behaviors (FSSB). <i>Journal of Management</i> , 2009, 35, 837-856.	9.3	539
64	Supervisory approaches and paradoxes in managing telecommuting implementation. <i>Human Relations</i> , 2009, 62, 795-827.	5.4	188
65	Workâ€‘life policy implementation: Breaking down or creating barriers to inclusiveness?. <i>Human Resource Management</i> , 2008, 47, 295-310.	5.8	228
66	The inclusion challenge with reducedâ€‘load professionals: The role of the manager. <i>Human Resource Management</i> , 2008, 47, 443-461.	5.8	79
67	Human resource manager insights on creating and sustaining successful reducedâ€‘load work arrangements. <i>Human Resource Management</i> , 2008, 47, 707-727.	5.8	17
68	7â€‘Getting There from Here: Research on the Effects of Workâ€‘Family Initiatives on Workâ€‘Family Conflict and Business Outcomes. <i>Academy of Management Annals</i> , 2008, 2, 305-349.	9.6	233
69	Implementing a reduced-workload arrangement to retain high talent: A case study.. <i>Psychologist-Manager Journal</i> , 2008, 11, 49-64.	0.3	25
70	7â€‘Getting There from Here: Research on the Effects of Workâ€‘Family Initiatives on Workâ€‘Family Conflict and Business Outcomes. <i>Academy of Management Annals</i> , 2008, 2, 305-349.	9.6	214
71	Less need to be there: Cross-level effects of work practices that support work-life flexibility and enhance group processes and group-level OCB. <i>Human Relations</i> , 2007, 60, 1123-1154.	5.4	99
72	Telecommuting, control, and boundary management: Correlates of policy use and practice, job control, and workâ€‘family effectiveness. <i>Journal of Vocational Behavior</i> , 2006, 68, 347-367.	3.4	701

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73	Work and Family in America: Growing Tensions between Employment Policy and a Transformed Workforce. , 2006, , 53-71.		22
74	Sustaining work force inclusion and well-being of mothers on public assistance: Individual deficit and social ecology perspectives. Journal of Vocational Behavior, 2003, 62, 155-175.	3.4	22
75	Increasing diversity as an HRM change strategy. Journal of Organizational Change Management, 2003, 16, 328-352.	2.7	78
76	Caregiving Decisions, Well-Being, and Performance: The Effects of Place and Provider as a Function of Dependent Type and Work-Family Climates. Academy of Management Journal, 2001, 44, 29-44.	6.3	54
77	Community distress predicting welfare exits: The under-examined factor for families in the united states. Community, Work and Family, 1999, 2, 173-186.	2.2	7
78	Bridging the work-family policy and productivity gap: A literature review. Community, Work and Family, 1999, 2, 7-32.	2.2	278
79	Using flexible schedules in the managerial world: The power of peers. Human Resource Management, 1999, 38, 33-46.	5.8	106
80	CAREER SELF-MANAGEMENT: A QUASI-EXPERIMENTAL ASSESSMENT OF THE EFFECTS OF A TRAINING INTERVENTION. Personnel Psychology, 1998, 51, 935-960.	2.8	207
81	Workâ€‘family conflict, policies, and the jobâ€‘life satisfaction relationship: A review and directions for organizational behaviorâ€‘human resources research.. Journal of Applied Psychology, 1998, 83, 139-149.	5.3	1,190
82	Gender Power, Leadership, and Governance.. Administrative Science Quarterly, 1998, 43, 946.	6.9	1
83	Managing concurrent change initiatives: Integrating quality and work/family strategies. Organizational Dynamics, 1997, 25, 21-37.	2.6	4
84	The working poor: Locked out of careers and the organizational mainstream?. Academy of Management Perspectives, 1997, 11, 76-92.	6.8	16
85	The Effects of Race and Ethnicity on Perceptions of Human Resource Policies and Climate Regarding Diversity. Journal of Business and Technical Communication, 1994, 8, 319-334.	2.0	24
86	The Dominant Logic of Employer-Sponsored Work and Family Initiatives: Human Resource Managers' Institutional Role. Human Relations, 1994, 47, 1121-1149.	5.4	69
87	Waiting for innovation in the human resources department: Godot implements a human resource information system. Human Resource Management, 1994, 33, 135-159.	5.8	64
88	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
89	The employer as social arbiter: Considerations in limiting involvement in off-the-job behavior. Employee Responsibilities and Rights Journal, 1993, 6, 139-155.	1.4	2
90	Assessing Employees' Emerging Elder Care Needs and Reactions to Dependent Care Benefits. Public Personnel Management, 1993, 22, 617-638.	2.9	20

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91	AN ASSESSMENT OF INDIVIDUAL, WORK GROUP AND ORGANIZATIONAL INFLUENCES ON THE ACCEPTANCE OF FLEXIBLE WORK SCHEDULES.. Proceedings - Academy of Management, 1993, 1993, 116-120.	0.1	1
92	Affective Reactions to Leadership Education: An Exploration of the Same-Gender Effect. Journal of Applied Behavioral Science, The, 1992, 28, 102-117.	3.3	7
93	DIVERSITY IN CHILD CARE ASSISTANCE NEEDS: EMPLOYEE PROBLEMS, PREFERENCES, AND WORK-RELATED OUTCOMES. Personnel Psychology, 1990, 43, 769-791.	2.8	70
94	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
95	THE ACCEPTANCE OF HUMAN RESOURCE INNOVATION BY MULTIPLE CONSTITUENCIES. Personnel Psychology, 1989, 42, 263-281.	2.8	71
96	Human Resources Management Innovation. Human Resource Management, 1987, 26, 71-92.	5.8	85