

Peter W Hom

List of Publications by Year in descending order

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79
papers

8,367
citations

101543

36
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85541

71
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81
all docs

81
docs citations

81
times ranked

4344
citing authors

#	ARTICLE	IF	CITATIONS
1	A Meta-Analysis of Antecedents and Correlates of Employee Turnover: Update, Moderator Tests, and Research Implications for the Next Millennium. <i>Journal of Management</i> , 2000, 26, 463-488.	9.3	2,853
2	A meta-analytical structural equations analysis of a model of employee turnover.. <i>Journal of Applied Psychology</i> , 1992, 77, 890-909.	5.3	496
3	Structural equations modeling test of a turnover theory: Cross-sectional and longitudinal analyses.. <i>Journal of Applied Psychology</i> , 1991, 76, 350-366.	5.3	466
4	One hundred years of employee turnover theory and research.. <i>Journal of Applied Psychology</i> , 2017, 102, 530-545.	5.3	436
5	Reviewing employee turnover: Focusing on proximal withdrawal states and an expanded criterion.. <i>Psychological Bulletin</i> , 2012, 138, 831-858.	6.1	364
6	SERVâ—OR: A managerial measure of organizational service-orientation. <i>Journal of Retailing</i> , 1998, 74, 455-489.	6.2	313
7	The validity of mobley's (1977) model of employee turnover. <i>Organizational Behavior and Human Performance</i> , 1984, 34, 141-174.	1.4	297
8	Explaining employment relationships with social exchange and job embeddedness.. <i>Journal of Applied Psychology</i> , 2009, 94, 277-297.	5.3	262
9	Comparative examination of three approaches to the prediction of turnover.. <i>Journal of Applied Psychology</i> , 1979, 64, 280-290.	5.3	216
10	Job embeddedness: A multifoci theoretical extension.. <i>Journal of Applied Psychology</i> , 2015, 100, 641-659.	5.3	180
11	Challenging conventional wisdom about who quits: Revelations from corporate America.. <i>Journal of Applied Psychology</i> , 2008, 93, 1-34.	5.3	146
12	In Search of the Elusive U-Shaped Performance-Turnover Relationship: Are High Performing Swiss Bankers More Liable to Quit?. <i>Journal of Applied Psychology</i> , 2005, 90, 1204-1216.	5.3	113
13	Toward a Greater Understanding of How Dissatisfaction Drives Employee Turnover. <i>Academy of Management Journal</i> , 2001, 44, 975-987.	6.3	112
14	The Norm of Reciprocity: Scale Development and Validation in the Chinese Context. <i>Management and Organization Review</i> , 2006, 2, 377-402.	2.1	111
15	A Comparison of Structural Models Representing Turnover Cognitions. <i>Journal of Vocational Behavior</i> , 1998, 53, 254-273.	3.4	106
16	On the Next Decade of Research in Voluntary Employee Turnover. <i>Academy of Management Perspectives</i> , 2017, 31, 201-221.	6.8	101
17	When Can Humble Top Executives Retain Middle Managers? The Moderating Role of Top Management Team Faultlines. <i>Academy of Management Journal</i> , 2017, 60, 1915-1931.	6.3	95
18	A competitive test of the prediction of reenlistment by several models.. <i>Journal of Applied Psychology</i> , 1981, 66, 23-39.	5.3	94

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19	Practical retention policy for the practical manager. Academy of Management Perspectives, 2002, 16, 149-162.	6.8	91
20	A comparison of different conceptualizations of perceived alternatives in turnover research. Journal of Organizational Behavior, 1988, 9, 103-111.	4.7	85
21	The High Cost of Low Wages: Does Maquiladora Compensation Reduce Turnover?. Journal of International Business Studies, 2001, 32, 585-595.	7.3	75
22	REVISITING MET EXPECTATIONS AS A REASON WHY REALISTIC JOB PREVIEWS WORK. Personnel Psychology, 1999, 52, 97-112.	2.8	74
23	The effects of proximal withdrawal states on job attitudes, job searching, intent to leave, and employee turnover.. Journal of Applied Psychology, 2016, 101, 1436-1456.	5.3	71
24	The Predictive Utility of the Vertical Dyad Linkage Approach. Journal of Social Psychology, 1986, 126, 617-625.	1.5	68
25	Effects of within-group and between-groups variation in leadership.. Journal of Applied Psychology, 1981, 66, 218-223.	5.3	67
26	Embedding social networks: How guanxi ties reinforce Chinese employeesâ€™ retention. Organizational Behavior and Human Decision Processes, 2011, 116, 188-202.	2.5	65
27	Interviewer predictions of applicant qualifications and interviewer validity: Aggregate and individual analyses.. Journal of Applied Psychology, 1990, 75, 477-486.	5.3	62
28	AN EXPLORATORY INVESTIGATION INTO THEORETICAL MECHANISMS UNDERLYING REALISTIC JOB PREVIEWS. Personnel Psychology, 1998, 51, 421-451.	2.8	62
29	An examination of the relationship between training comprehensiveness and organizational commitment: Further exploration of training perceptions and employee attitudes. Human Resource Development Quarterly, 2011, 22, 459-489.	3.3	57
30	How Do Leader Departures Affect Subordinatesâ€™ Organizational Attachment? A 360-Degree Relational Perspective. Academy of Management Review, 2016, 41, 479-502.	11.7	50
31	Quitting the Boss? The Role of Manager Influence Tactics and Employee Emotional Engagement in Voluntary Turnover. Journal of Leadership and Organizational Studies, 2018, 25, 5-18.	4.0	49
32	Self-management competencies in self-managing teams: Their impact on multi-team system productivity. Leadership Quarterly, 2010, 21, 687-702.	5.8	48
33	A Multilevel Investigation of Leadership and Turnover Behavior. Journal of Management, 2015, 41, 1724-1744.	9.3	48
34	Family firms are indeed better places to work than non-family firms! Socioemotional wealth and employeesâ€™ perceived organizational caring. Journal of Family Business Strategy, 2021, 12, 100412.	5.7	48
35	Managing employee retention and turnover with 21st century ideas. Organizational Dynamics, 2018, 47, 88-98.	2.6	44
36	Comparative Tests of Multivariate Models of Recruiting Sources Effects. Journal of Management, 1997, 23, 19-36.	9.3	40

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37	Integrating Justice Constructs into the Turnover Process: A Test of a Referent Cognitions Model. Academy of Management Journal, 1997, 40, 1208-1227.	6.3	38
38	Not all differentiation is the same: Examining the moderating effects of leader-member exchange (LMX) configurations.. Journal of Applied Psychology, 2018, 103, 478-495.	5.3	38
39	Examining Project Commitment in Cross-Functional Teams: Antecedents and Relationship with Team Performance. Journal of Business and Psychology, 2014, 29, 443-461.	4.0	36
40	Effects of job complexity on the reactions of part-time employees. Organizational Behavior and Human Performance, 1979, 24, 317-332.	1.4	30
41	Coping with newcomer "Hangover": How socialization tactics affect declining job satisfaction during early employment. Journal of Vocational Behavior, 2017, 100, 196-210.	3.4	26
42	A Comparison of Different Methods of Clustering Countries on the Basis of Employee Attitudes. Human Relations, 1985, 38, 813-840.	5.4	25
43	Some Multivariate Comparisons of Multinational Managers. Multivariate Behavioral Research, 1987, 22, 173-191.	3.1	24
44	The Impact of Leader Power and Behavior on Leadership Perceptions. Group and Organization Management, 1992, 17, 279-296.	4.4	24
45	Effectiveness of performance feedback from behaviorally anchored rating scales.. Journal of Applied Psychology, 1982, 67, 568-576.	5.3	22
46	Effects of category prototypes on performance-rating accuracy.. Journal of Applied Psychology, 1995, 80, 354-370.	5.3	22
47	Applying the job demands-resources model to migrant workers: Exploring how and when geographical distance increases quit propensity. Journal of Occupational and Organizational Psychology, 2014, 87, 303-328.	4.5	21
48	If You've Got Leavin' on Your Mind: The Identification and Validation of Pre-Quitting Behaviors. Journal of Management, 2018, 44, 3231-3257.	9.3	21
49	A Multivariate Multinational Comparison of Managerial Attitudes.. Proceedings - Academy of Management, 1980, 1980, 63-67.	0.1	20
50	Behaviorally Anchored Rating Scales vs. Summated Rating Scales: Psychometric Properties and Susceptibility to Rating Bias. Educational and Psychological Measurement, 1985, 45, 535-549.	2.4	20
51	Am I a peasant or a worker? An identity strain perspective on turnover among developing-world migrants. Human Relations, 2019, 72, 801-833.	5.4	19
52	Locus of Control and Delay of Gratification As Moderators of Employee Turnover1. Journal of Applied Social Psychology, 1988, 18, 1318-1333.	2.0	18
53	When Territoriality Meets Agency: An Examination of Employee Guarding as a Territorial Strategy. Journal of Management, 2018, 44, 2580-2610.	9.3	15
54	Expectancy predictions of reenlistment in the National Guard. Journal of Vocational Behavior, 1980, 16, 235-248.	3.4	14

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55	Effects of Job Peripherality and Personal Characteristics on the Job Satisfaction of Part Time Workers. Academy of Management Journal, 1979, 22, 551-565.	6.3	13
56	Employee Retention and Turnover. , 0, , .		12
57	Insights from vocational and career developmental theories: their potential contributions for advancing the understanding of employee turnover. Research in Personnel and Human Resources Management, 2010, , 115-165.	1.6	6
58	A New Method for the Statistical Control of Rating Error in Performance Ratings. Educational and Psychological Measurement, 1987, 47, 583-596.	2.4	5
59	Further clarification on the Hom, Mitchell, Lee, and Griffeth (2012) model: Reply to Bergman, Payne, and Boswell (2012) and Maertz (2012).. Psychological Bulletin, 2012, 138, 871-875.	6.1	4
60	What Is Wrong With Turnover Research? Commentary on Russell's Critique. Industrial and Organizational Psychology, 2013, 6, 174-181.	0.6	4
61	Psychological Processes that Mediate the Effect of the Realistic Job Preview on Nursing Turnover.. Proceedings - Academy of Management, 1985, 1985, 215-219.	0.1	3
62	Confirmatory Validation of a Theory of Employee Turnover.. Proceedings - Academy of Management, 1989, 1989, 219-223.	0.1	3
63	Applying Advanced Panel Methods to Strategic Management Research: A Tutorial. Research Methodology in Strategy and Management, 2007, , 193-272.	0.3	3
64	Retaining College Students Experiencing Shocks: The Power of Embeddedness and Normative Pressures. Journal of Higher Education, 0, , 1-30.	2.7	3
65	"The Effects of Proximal Withdrawal State on Attitudes, Job Search, Intent to Quit and Turnover". Proceedings - Academy of Management, 2015, 2015, 12265.	0.1	3
66	Socio-Emotional Wealth: An Empirical Investigation on Family Firm Practices and Performance. Proceedings - Academy of Management, 2012, 2012, 16447.	0.1	2
67	"Nothing Endures but Change": Investigating Temporal Dynamics within a Turnover Model. Proceedings - Academy of Management, 2015, 2015, 15237.	0.1	2
68	STRUCTURAL HOLES IN GUANXI NETWORKS: DO THEY INCREASE EMPLOYEE TURNOVER IN THE PEOPLE'S REPUBLIC OF CHINA?. Proceedings - Academy of Management, 2006, 2006, F1-F6.	0.1	1
69	When having to leave is a "Good Thing". Organizational Dynamics, 2015, 44, 57-64.	2.6	1
70	Guarding the Exits or Fueling the Search: An Investigation into the Efficacy of Employee Guarding. Proceedings - Academy of Management, 2020, 2020, 19960.	0.1	1
71	Toward Dual-Concern HRM Systems In Brazil: How HRM Practices Affect Collective Turnover. Proceedings - Academy of Management, 2017, 2017, 16539.	0.1	1
72	When Leader Departures Invoke Employee Turnover. Proceedings - Academy of Management, 2020, 2020, 14092.	0.1	1

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73	CHALLENGING CONVENTIONAL WISDOM ABOUT EMPLOYEE TURNOVER: REVELATIONS FROM CORPORATE AMERICA.. Proceedings - Academy of Management, 2006, 2006, B1-B6.	0.1	1
74	A META-ANALYTICAL TEST OF A MODEL OF EMPLOYEE TURNOVER.. Proceedings - Academy of Management, 1991, 1991, 210-214.	0.1	0
75	Labor Turnover. , 2004, , 497-505.		0
76	Socio-emotional Wealth and a Stakeholder View of Family Firm Productivity. Proceedings - Academy of Management, 2014, 2014, 12281.	0.1	0
77	I am a Farmer or a Worker? Explore Why Migrant Workers Quit from an Identity Strain Perspective. Proceedings - Academy of Management, 2015, 2015, 16297.	0.1	0
78	Destructive Leadership and Dark Personality Subordinates. Proceedings - Academy of Management, 2021, 2021, 15865.	0.1	0
79	Avoiding "Hangover": How Socialization Tactics Can Reduce Newcomers' Declining Job Satisfaction. Proceedings - Academy of Management, 2014, 2014, 14330.	0.1	0