

# Peter W Hom

## List of Publications by Year in descending order

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79  
papers

8,367  
citations

101384

36  
h-index

85405

71  
g-index

81  
all docs

81  
docs citations

81  
times ranked

4344  
citing authors

#	ARTICLE	IF	CITATIONS
1	Family firms are indeed better places to work than non-family firms! Socioemotional wealth and employees' perceived organizational caring. <i>Journal of Family Business Strategy</i> , 2021, 12, 100412.	3.7	48
2	Destructive Leadership and Dark Personality Subordinates. <i>Proceedings - Academy of Management</i> , 2021, 2021, 15865.	0.0	0
3	Guarding the Exits or Fueling the Search: An Investigation into the Efficacy of Employee Guarding. <i>Proceedings - Academy of Management</i> , 2020, 2020, 19960.	0.0	1
4	When Leader Departures Invoke Employee Turnover. <i>Proceedings - Academy of Management</i> , 2020, 2020, 14092.	0.0	1
5	Am I a peasant or a worker? An identity strain perspective on turnover among developing-world migrants. <i>Human Relations</i> , 2019, 72, 801-833.	3.8	19
6	When Territoriality Meets Agency: An Examination of Employee Guarding as a Territorial Strategy. <i>Journal of Management</i> , 2018, 44, 2580-2610.	6.3	15
7	If You've Got Leavin' on Your Mind: The Identification and Validation of Pre-Quitting Behaviors. <i>Journal of Management</i> , 2018, 44, 3231-3257.	6.3	21
8	Quitting the Boss? The Role of Manager Influence Tactics and Employee Emotional Engagement in Voluntary Turnover. <i>Journal of Leadership and Organizational Studies</i> , 2018, 25, 5-18.	2.1	49
9	Managing employee retention and turnover with 21st century ideas. <i>Organizational Dynamics</i> , 2018, 47, 88-98.	1.6	44
10	Not all differentiation is the same: Examining the moderating effects of leader-member exchange (LMX) configurations.. <i>Journal of Applied Psychology</i> , 2018, 103, 478-495.	4.2	38
11	One hundred years of employee turnover theory and research.. <i>Journal of Applied Psychology</i> , 2017, 102, 530-545.	4.2	436
12	Coping with newcomer "Hangover": How socialization tactics affect declining job satisfaction during early employment. <i>Journal of Vocational Behavior</i> , 2017, 100, 196-210.	1.9	26
13	On the Next Decade of Research in Voluntary Employee Turnover. <i>Academy of Management Perspectives</i> , 2017, 31, 201-221.	4.3	101
14	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.	4.3	95
15	Toward Dual-Concern HRM Systems In Brazil: How HRM Practices Affect Collective Turnover. <i>Proceedings - Academy of Management</i> , 2017, 2017, 16539.	0.0	1
16	The effects of proximal withdrawal states on job attitudes, job searching, intent to leave, and employee turnover.. <i>Journal of Applied Psychology</i> , 2016, 101, 1436-1456.	4.2	71
17	How Do Leader Departures Affect Subordinates' Organizational Attachment? A 360-Degree Relational Perspective. <i>Academy of Management Review</i> , 2016, 41, 479-502.	7.4	50
18	I am a Farmer or a Worker? Explore Why Migrant Workers Quit from an Identity Strain Perspective. <i>Proceedings - Academy of Management</i> , 2015, 2015, 16297.	0.0	0

#	ARTICLE	IF	CITATIONS
19	When having to leave is a "Good Thing". <i>Organizational Dynamics</i> , 2015, 44, 57-64.	1.6	1
20	A Multilevel Investigation of Leadership and Turnover Behavior. <i>Journal of Management</i> , 2015, 41, 1724-1744.	6.3	48
21	Job embeddedness: A multifoci theoretical extension.. <i>Journal of Applied Psychology</i> , 2015, 100, 641-659.	4.2	180
22	"Nothing Endures but Change": Investigating Temporal Dynamics within a Turnover Model. <i>Proceedings - Academy of Management</i> , 2015, 2015, 15237.	0.0	2
23	"The Effects of Proximal Withdrawal State on Attitudes, Job Search, Intent to Quit and Turnover". <i>Proceedings - Academy of Management</i> , 2015, 2015, 12265.	0.0	3
24	Socio-emotional Wealth and a Stakeholder View of Family Firm Productivity. <i>Proceedings - Academy of Management</i> , 2014, 2014, 12281.	0.0	0
25	Applying the job demands-resources model to migrant workers: Exploring how and when geographical distance increases quit propensity. <i>Journal of Occupational and Organizational Psychology</i> , 2014, 87, 303-328.	2.6	21
26	Examining Project Commitment in Cross-Functional Teams: Antecedents and Relationship with Team Performance. <i>Journal of Business and Psychology</i> , 2014, 29, 443-461.	2.5	36
27	Avoiding "Hangover": How Socialization Tactics Can Reduce Newcomers' Declining Job Satisfaction. <i>Proceedings - Academy of Management</i> , 2014, 2014, 14330.	0.0	0
28	What Is Wrong With Turnover Research? Commentary on Russell's Critique. <i>Industrial and Organizational Psychology</i> , 2013, 6, 174-181.	0.5	4
29	Further clarification on the Hom, Mitchell, Lee, and Griffeth (2012) model: Reply to Bergman, Payne, and Boswell (2012) and Maertz (2012).. <i>Psychological Bulletin</i> , 2012, 138, 871-875.	5.5	4
30	Reviewing employee turnover: Focusing on proximal withdrawal states and an expanded criterion.. <i>Psychological Bulletin</i> , 2012, 138, 831-858.	5.5	364
31	Socio-Emotional Wealth: An Empirical Investigation on Family Firm Practices and Performance. <i>Proceedings - Academy of Management</i> , 2012, 2012, 16447.	0.0	2
32	Embedding social networks: How guanxi ties reinforce Chinese employees' retention. <i>Organizational Behavior and Human Decision Processes</i> , 2011, 116, 188-202.	1.4	65
33	An examination of the relationship between training comprehensiveness and organizational commitment: Further exploration of training perceptions and employee attitudes. <i>Human Resource Development Quarterly</i> , 2011, 22, 459-489.	2.1	57
34	Insights from vocational and career developmental theories: their potential contributions for advancing the understanding of employee turnover. <i>Research in Personnel and Human Resources Management</i> , 2010, , 115-165.	1.0	6
35	Self-management competencies in self-managing teams: Their impact on multi-team system productivity. <i>Leadership Quarterly</i> , 2010, 21, 687-702.	3.6	48
36	Explaining employment relationships with social exchange and job embeddedness.. <i>Journal of Applied Psychology</i> , 2009, 94, 277-297.	4.2	262

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37	Challenging conventional wisdom about who quits: Revelations from corporate America.. Journal of Applied Psychology, 2008, 93, 1-34.	4.2	146
38	Applying Advanced Panel Methods to Strategic Management Research: A Tutorial. Research Methodology in Strategy and Management, 2007, , 193-272.	0.3	3
39	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.	0.0	1
40	The Norm of Reciprocity: Scale Development and Validation in the Chinese Context. Management and Organization Review, 2006, 2, 377-402.	1.8	111
41	CHALLENGING CONVENTIONAL WISDOM ABOUT EMPLOYEE TURNOVER: REVELATIONS FROM CORPORATE AMERICA.. Proceedings - Academy of Management, 2006, 2006, B1-B6.	0.0	1
42	In Search of the Elusive U-Shaped Performance-Turnover Relationship: Are High Performing Swiss Bankers More Liable to Quit?. Journal of Applied Psychology, 2005, 90, 1204-1216.	4.2	113
43	Labor Turnover. , 2004, , 497-505.		0
44	Practical retention policy for the practical manager. Academy of Management Perspectives, 2002, 16, 149-162.	4.3	91
45	Toward a Greater Understanding of How Dissatisfaction Drives Employee Turnover. Academy of Management Journal, 2001, 44, 975-987.	4.3	112
46	The High Cost of Low Wages: Does Maquiladora Compensation Reduce Turnover?. Journal of International Business Studies, 2001, 32, 585-595.	4.6	75
47	A Meta-Analysis of Antecedents and Correlates of Employee Turnover: Update, Moderator Tests, and Research Implications for the Next Millennium. Journal of Management, 2000, 26, 463-488.	6.3	2,853
48	REVISITING MET EXPECTATIONS AS A REASON WHY REALISTIC JOB PREVIEWS WORK. Personnel Psychology, 1999, 52, 97-112.	2.2	74
49	A Comparison of Structural Models Representing Turnover Cognitions. Journal of Vocational Behavior, 1998, 53, 254-273.	1.9	106
50	AN EXPLORATORY INVESTIGATION INTO THEORETICAL MECHANISMS UNDERLYING REALISTIC JOB PREVIEWS. Personnel Psychology, 1998, 51, 421-451.	2.2	62
51	SERVâ—OR: A managerial measure of organizational service-orientation. Journal of Retailing, 1998, 74, 455-489.	4.0	313
52	Comparative Tests of Multivariate Models of Recruiting Sources Effects. Journal of Management, 1997, 23, 19-36.	6.3	40
53	Integrating Justice Constructs into the Turnover Process: A Test of a Referent Cognitions Model. Academy of Management Journal, 1997, 40, 1208-1227.	4.3	38
54	Effects of category prototypes on performance-rating accuracy.. Journal of Applied Psychology, 1995, 80, 354-370.	4.2	22

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55	The Impact of Leader Power and Behavior on Leadership Perceptions. Group and Organization Management, 1992, 17, 279-296.	2.7	24
56	A meta-analytical structural equations analysis of a model of employee turnover.. Journal of Applied Psychology, 1992, 77, 890-909.	4.2	496
57	Structural equations modeling test of a turnover theory: Cross-sectional and longitudinal analyses.. Journal of Applied Psychology, 1991, 76, 350-366.	4.2	466
58	A META-ANALYTICAL TEST OF A MODEL OF EMPLOYEE TURNOVER.. Proceedings - Academy of Management, 1991, 1991, 210-214.	0.0	0
59	Interviewer predictions of applicant qualifications and interviewer validity: Aggregate and individual analyses.. Journal of Applied Psychology, 1990, 75, 477-486.	4.2	62
60	Confirmatory Validation of a Theory of Employee Turnover.. Proceedings - Academy of Management, 1989, 1989, 219-223.	0.0	3
61	Locus of Control and Delay of Gratification As Moderators of Employee Turnover1. Journal of Applied Social Psychology, 1988, 18, 1318-1333.	1.3	18
62	A comparison of different conceptualizations of perceived alternatives in turnover research. Journal of Organizational Behavior, 1988, 9, 103-111.	2.9	85
63	A New Method for the Statistical Control of Rating Error in Performance Ratings. Educational and Psychological Measurement, 1987, 47, 583-596.	1.2	5
64	Some Multivariate Comparisons of Multinational Managers. Multivariate Behavioral Research, 1987, 22, 173-191.	1.8	24
65	The Predictive Utility of the Vertical Dyad Linkage Approach. Journal of Social Psychology, 1986, 126, 617-625.	1.0	68
66	Behaviorally Anchored Rating Scales vs. Summated Rating Scales: Psychometric Properties and Susceptibility to Rating Bias. Educational and Psychological Measurement, 1985, 45, 535-549.	1.2	20
67	Psychological Processes that Mediate the Effect of the Realistic Job Preview on Nursing Turnover.. Proceedings - Academy of Management, 1985, 1985, 215-219.	0.0	3
68	A Comparison of Different Methods of Clustering Countries on the Basis of Employee Attitudes. Human Relations, 1985, 38, 813-840.	3.8	25
69	The validity of mobley's (1977) model of employee turnover. Organizational Behavior and Human Performance, 1984, 34, 141-174.	1.5	297
70	Effectiveness of performance feedback from behaviorally anchored rating scales.. Journal of Applied Psychology, 1982, 67, 568-576.	4.2	22
71	A competitive test of the prediction of reenlistment by several models.. Journal of Applied Psychology, 1981, 66, 23-39.	4.2	94
72	Effects of within-group and between-groups variation in leadership.. Journal of Applied Psychology, 1981, 66, 218-223.	4.2	67

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73	A Multivariate Multinational Comparison of Managerial Attitudes.. Proceedings - Academy of Management, 1980, 1980, 63-67.	0.0	20
74	Expectancy predictions of reenlistment in the National Guard. Journal of Vocational Behavior, 1980, 16, 235-248.	1.9	14
75	Effects of job complexity on the reactions of part-time employees. Organizational Behavior and Human Performance, 1979, 24, 317-332.	1.5	30
76	Comparative examination of three approaches to the prediction of turnover.. Journal of Applied Psychology, 1979, 64, 280-290.	4.2	216
77	Effects of Job Peripherality and Personal Characteristics on the Job Satisfaction of Part Time Workers. Academy of Management Journal, 1979, 22, 551-565.	4.3	13
78	Retaining College Students Experiencing Shocks: The Power of Embeddedness and Normative Pressures. Journal of Higher Education, 0, , 1-30.	1.9	3
79	Employee Retention and Turnover. , 0, , .		12