

Manuel London

List of Publications by Year in descending order

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69
papers

4,355
citations

136950

32
h-index

110387

64
g-index

74
all docs

74
docs citations

74
times ranked

2014
citing authors

#	ARTICLE	IF	CITATIONS
1	DOES PERFORMANCE IMPROVE FOLLOWING MULTISOURCE FEEDBACK? A THEORETICAL MODEL, META-ANALYSIS, AND REVIEW OF EMPIRICAL FINDINGS. <i>Personnel Psychology</i> , 2005, 58, 33-66.	2.8	435
2	Toward a Theory of Career Motivation. <i>Academy of Management Review</i> , 1983, 8, 620-630.	11.7	421
3	CAN MULTI-SOURCE FEEDBACK CHANGE PERCEPTIONS OF GOAL ACCOMPLISHMENT, SELF-EVALUATIONS, AND PERFORMANCE-RELATED OUTCOMES? THEORY-BASED APPLICATIONS AND DIRECTIONS FOR RESEARCH. <i>Personnel Psychology</i> , 1995, 48, 803-839.	2.8	341
4	Feedback orientation, feedback culture, and the longitudinal performance management process. <i>Human Resource Management Review</i> , 2002, 12, 81-100.	4.8	299
5	CAN WORKING WITH AN EXECUTIVE COACH IMPROVE MULTISOURCE FEEDBACK RATINGS OVER TIME? A QUASI-EXPERIMENTAL FIELD STUDY. <i>Personnel Psychology</i> , 2003, 56, 23-44.	2.8	252
6	Relationships between career motivation, empowerment and support for career development. <i>Journal of Occupational and Organizational Psychology</i> , 1993, 66, 55-69.	4.5	197
7	RATINGS OF MANAGERIAL CHARACTERISTICS: EVALUATION DIFFICULTY, CO-WORKER AGREEMENT, AND SELF-AWARENESS. <i>Personnel Psychology</i> , 1989, 42, 235-261.	2.8	150
8	AN EXAMINATION OF THE EFFECTS OF AN UPWARD FEEDBACK PROGRAM OVER TIME. <i>Personnel Psychology</i> , 1995, 48, 1-34.	2.8	144
9	The contribution of job and leisure satisfaction to quality of life.. <i>Journal of Applied Psychology</i> , 1977, 62, 328-334.	5.3	133
10	Role of the rater in performance appraisal.. <i>Journal of Applied Psychology</i> , 1974, 59, 445-451.	5.3	132
11	Relationships between Feedback and Self-Development. <i>Group and Organization Management</i> , 1999, 24, 5-27.	4.4	107
12	Management Promotions: Individual and Organizational Factors Influencing the Decision Process. <i>Academy of Management Review</i> , 1981, 6, 539-549.	11.7	99
13	London's Career Motivation Theory: An Update on Measurement and Research. <i>Journal of Career Assessment</i> , 1997, 5, 61-80.	2.5	92
14	The Psychological Structure of Leisure: Activities, Needs, People. <i>Journal of Leisure Research</i> , 1977, 9, 252-263.	1.4	89
15	A Feedback Approach to Management Development. <i>Journal of Management Development</i> , 1990, 9, 17-31.	2.1	66
16	Flexible employment practices in Europe: country versus culture. <i>International Journal of Human Resource Management</i> , 2001, 12, 738-753.	5.3	61
17	Group Feedback for Continuous Learning. <i>Human Resource Development Review</i> , 2006, 5, 303-329.	2.9	59
18	EFFECTS OF CANDIDATE CHARACTERISTICS ON MANAGEMENT PROMOTION DECISIONS: AN EXPERIMENTAL STUDY. <i>Personnel Psychology</i> , 1983, 36, 241-259.	2.8	58

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19	Performance feedback, power retention, and the gender gap in leadership. <i>Leadership Quarterly</i> , 2017, 28, 721-740.	5.8	57
20	Relationships between climate, process, and performance in continuous quality improvement groups. <i>Journal of Vocational Behavior</i> , 2006, 69, 510-523.	3.4	56
21	Interpersonal Congruence, Transactive Memory, and Feedback Processes: An Integrative Model of Group Learning. <i>Human Resource Development Review</i> , 2005, 4, 114-135.	2.9	52
22	ORGANIZATION AND RATER DIFFERENCES IN PERFORMANCE APPRAISALS. <i>Personnel Psychology</i> , 1982, 35, 643-658.	2.8	50
23	The Relationship Between Leaders'™ Personality and Their Reactions to and Use of Multisource Feedback. <i>Group and Organization Management</i> , 2005, 30, 181-210.	4.4	50
24	Demographic trends and vocational behavior: A twenty year retrospective and agenda for the 1990s. <i>Journal of Vocational Behavior</i> , 1991, 38, 125-164.	3.4	49
25	Getting Started and Getting Ahead: Career Dynamics of Immigrants. <i>Human Resource Management Review</i> , 1999, 9, 349-365.	4.8	48
26	Giving feedback: Source-centered antecedents and consequences of constructive and destructive feedback. <i>Human Resource Management Review</i> , 1995, 5, 159-188.	4.8	46
27	Effects of information on stereotype development in performance appraisal and interview contexts.. <i>Journal of Applied Psychology</i> , 1976, 61, 199-205.	5.3	39
28	Career Experience and Motivation as Predictors of Training Behaviors and Outcomes for Displaced Engineers. <i>Journal of Vocational Behavior</i> , 1995, 47, 316-331.	3.4	38
29	Cross-cultural differences in upward ratings in a multinational company. <i>International Journal of Human Resource Management</i> , 1997, 8, 385-401.	5.3	38
30	Subordinates rating managers: Organizational and demographic correlates of self/subordinate agreement. <i>Journal of Occupational and Organizational Psychology</i> , 1993, 66, 263-275.	4.5	36
31	A Field Study of Reactions to Normative versus Individualized Upward Feedback. <i>Group and Organization Management</i> , 1995, 20, 61-89.	4.4	36
32	The relationship between employee commitment and conflict resolution behavior. <i>Journal of Vocational Behavior</i> , 1978, 13, 1-14.	3.4	31
33	From Individual Contributor to Leader: A Role Identity Shift Framework for Leader Development Within Innovative Organizations. <i>Journal of Management</i> , 2018, 44, 1426-1452.	9.3	28
34	Unlocking the value of Web 2.0 technologies for training and development: The shift from instructor-controlled, adaptive learning to learner-driven, generative learning. <i>Human Resource Management</i> , 2011, 50, 757-775.	5.8	27
35	High-Flyer Management-Development Programs. <i>International Studies of Management and Organization</i> , 1998, 28, 64-90.	0.6	26
36	Ethical issues in testing and evaluation for personnel decisions.. <i>American Psychologist</i> , 1980, 35, 890-901.	4.2	26

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37	Attributions of conflict management strategies in supervisor-subordinate dyads.. Journal of Applied Psychology, 1980, 65, 172-175.	5.3	25
38	Effects of sex on commitment and conflict resolution.. Journal of Applied Psychology, 1979, 64, 227-231.	5.3	23
39	Interventions to stimulate group learning in organizations. Journal of Management Development, 2008, 27, 554-573.	2.1	23
40	Effects of Hypothesis Generation on Hypothesis Testing in Rule-Discovery Tasks. Journal of General Psychology, 1997, 124, 19-34.	2.8	21
41	Technology-Focused Expansive Professionals: Developing Continuous Learning in the High-Technology Sector. Human Resource Development Review, 2002, 1, 500-524.	2.9	21
42	The double-edged sword of coaching: Relationships between managers' coaching and their feelings of personal accomplishment and role overload. Human Resource Development Quarterly, 2019, 30, 245-266.	3.3	20
43	Capturing Rater Policies in Evaluating Candidates for Promotion. Academy of Management Journal, 1981, 24, 752-766.	6.3	19
44	How Groups Learn:The Role of Communication Patterns, Cue Recognition, Context Facility, and Cultural Intelligence. Human Resource Development Review, 2009, 8, 327-349.	2.9	17
45	Effects of CEO narcissism on decision-making comprehensiveness and speed. Journal of Managerial Psychology, 2019, 35, 42-55.	2.2	17
46	Self-esteem and job complexity as moderators of performance and satisfaction. Journal of Vocational Behavior, 1975, 6, 293-304.	3.4	16
47	Web 2.0 support for individual, group and organizational learning. Human Resource Development International, 2011, 14, 103-113.	4.0	16
48	Leader support for gender equity: Understanding prosocial goal orientation, leadership motivation, and power sharing. Human Resource Management Review, 2019, 29, 418-427.	4.8	14
49	Effects of shared information and participation on group process and outcome.. Journal of Applied Psychology, 1975, 60, 537-543.	5.3	10
50	The relationship between cosmopolitan-local orientation and job performance. Journal of Vocational Behavior, 1977, 11, 182-195.	3.4	10
51	Interpersonal insight in organizations: Cognitive models for human resource development. Human Resource Management Review, 1994, 4, 311-332.	4.8	10
52	Leading Generative Groups. Human Resource Development Review, 2012, 11, 31-54.	2.9	9
53	Effects of information heterogeneity and representational roles on group member behavior and perceptions.. Journal of Applied Psychology, 1977, 62, 76-80.	5.3	7
54	Performance appraisal for groups: Models and methods for assessing group processes and outcomes for development and evaluation.. Consulting Psychology Journal, 2007, 59, 175-188.	0.8	7

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55	Developing an interface between engineering and the social sciences: An interdisciplinary team approach to solving societal problems.. American Psychologist, 1975, 30, 1067-1071.	4.2	7
56	A Comparison of Group and Individual Incentive Plans. Academy of Management Journal, 1977, 20, 34-41.	6.3	7
57	Relationship between Subjects, Scales, and Stimuli in Research on Social Perception. Perceptual and Motor Skills, 1979, 48, 691-697.	1.3	6
58	Leaderâ€“follower narcissism and subgroup formation in teams: a conceptual model. Journal of Managerial Psychology, 2019, 34, 429-442.	2.2	5
59	Becoming a Leader: Emergence of Leadership Style and Identity. Human Resource Development Review, 2021, 20, 322-344.	2.9	5
60	Tight coupling in high performing teams. Human Resource Management Review, 1996, 6, 1-24.	4.8	4
61	The influence of developmental feedback on voice: The mediating role of organisation-based self-esteem. Journal of Psychology in Africa, 2021, 31, 19-25.	0.6	4
62	Employee Commitment In Park and Recreation Agencies. Journal of Leisure Research, 1979, 11, 196-206.	1.4	3
63	Employee development in a downsizing environment. Journal of Business and Psychology, 1987, 2, 60-73.	4.0	3
64	Effects of Information Frame, Response Frame, and Goal on Personnel Decision Making. Journal of Psychology: Interdisciplinary and Applied, 1997, 131, 225-240.	1.6	3
65	Learning in multi-team systems. Organizational Dynamics, 2019, 48, 53-60.	2.6	3
66	Team Learning and the Human Resource Development/Human Resource Management Interface. Human Resource Development Review, 2022, 21, 15-23.	2.9	2
67	Interim leadership assignments. Organizational Dynamics, 2020, 49, 100725.	2.6	1
68	CEO Narcissism and Strategic Decision-Making Quality: Examining a Moderated Mediation Model. Proceedings - Academy of Management, 2019, 2019, 16336.	0.1	1
69	Effects of Varying Goal Types and Incentive Systems on Performance and Satisfaction. Academy of Management Journal, 1976, 19, 537-546.	6.3	1